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Gender disparity in job responsibility allocation at Ajegunle community project in Lagos, Nigeria

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Abstract

The aim of the study was to explore the issue of gender disparity in the allocation of job responsibilities at Ajegunle Community Project in Lagos, Nigeria. The research design was cross-sectional and exploratory, using a descriptive research methodology. The conceptual framework used was Feminist Theory. The study focused on the employees of Ajegunle Community Project in Lagos. The primary data was collected through in-depth interviews with 20 participants, including 5 Key Informant Interviews and 15 in-depth interviews. The data collected was transcribed, coded and analyzed using ethnographic summaries. The findings suggest that there are variations in how gender responsibilities are allocated at Ajegunle Community Project in Lagos. Although there are no specific responsibilities that are exclusively reserved for either gender, gender inequality remains a prevalent issue in the workplace. The Ajegunle Community Project in Lagos was found to have gender disparities, highlighting the need to promote diversity. The report identifies systemic factors which significantly contribute to gender inequality and suggests potential solutions to address these issues. The allocation of responsibilities based on gender is particularly problematic for women at the Ajegunle Community Project in Lagos, given the differences in tasks performed by each gender. Despite the increasing number of women in traditionally male-dominated jobs, they are often relegated to unskilled labor. The report indicates that there are still instances of gender inequality in the workplace, such as distinct position allocations for each gender. Therefore, it is crucial to eliminate gender discrimination in the recruitment process, responsibility distribution, and promotion based on gender. Instead, employee success in previous responsibilities should be the primary consideration, as this would enormously bolster engagement.

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Introduction

In societies where men hold the majority of power, women often experience segregation. This stems from gender bias, which is the unequal treatment of individuals or groups based on their gender (Shastri, 2017) ^[25]. Gender equality is a pivotal aspect of societal progress, economic development and bolstering inclusive workplaces (Adeniyi, Al-Hamad, Adewusi, Unachukwu, Osawaru, Omolawal, Aliu, & David 2024) ^[3]. The allocation of responsibilities in the labor market, whether in the governmental, official, or informal sectors, is influenced by societal beliefs about gender roles. These beliefs have been shaped over time through historical social circumstances, resulting in certain gender conceptualizations (Adenugba & Ademuson, 2017) ^[4]. Cultural and social factors also play a significant role in determining power dynamics between men and women, specifically their entitlements and control over decision-making and resources. Gender norms and values define the economic and social responsibilities of men and women in a given society. Consequently, men tend to dominate the formal economy while women tend to dominate the informal economy.

Given their greater involvement in the reproductive economy, women's ability to maintain a livable economic situation is often hindered by internal factors (Adenugba & Ademuson, 2017) ^[4]. More often than not, women are traditionally saddled with child-bearing as well as house chores (Omolawal & Akinwunmi, 2020) ^[23]. In the pre-Fordist epoch, men got married to numerous wives to assist them in far activities which determine the amount of farm produce (Adeniyi, 2023) ^[2]. Regardless, there were some degrees of co-operation among them in terms of the mutual enterprise of running a farm as a family venture.

It is well-established in literature that gender-based favoritism and access disparities exist, often centered on politics, management roles, and resource equality. In spite the gender gap in leadership positions across many organizations, there has been a significant increase in gender disparity in numerous Nigerian institutions (Dejardin, 2009). Gender disparity creates an inferiority complex among women and is harmful to society as a whole (Adenugba & Ademuson, 2017) ^[4]. The issue of gender favoritism in assigning responsibilities has led to the creation of gender roles, where certain roles are reserved for a particular gender. Employees who were once straightforward, peaceful, and loving can become neurotic, distrustful, afraid, and angry as a result of gender discrepancy. Eliminating gender disparity is essential for increasing employee happiness and motivation, fostering commitment and passion, and reducing stress. Factors such as traditional male-dominated sectors, recruitment difficulties, a lack of suitable informal networks, family duties, discrimination, and harassment contribute to the low women's participation in the workforce (Ejumudo, 2013) ^[10]. The study seeks to investigate gender disparity in responsibility allocation at Ajegunle Community Project in Lagos State, Nigeria. The paper's objective is to research the issue of gender disparity in responsibility allocation at Ajegunle Community Project in Lagos State.

Literature Review

The Responsibilities of Gender in the Designation of Functions in Ajegunle Community Project in Lagos State

The Ajegunle Community Project in Lagos State is a non-governmental organization that provides various services from households to community level, playing a significant role in the economy (Ngai & Petrongolo, 2010). However, gender responsibilities and expectations have often influenced the allocation of roles within non-governmental organizations (Kulich *et al.*, 2011) ^[18]. These responsibilities and expectations are shaped by societal and cultural norms that dictate how people should behave and what jobs are suitable for them based on their gender. Over time, gender roles in organizations have undergone significant changes. In the past, industries were mainly male-dominated, with women holding only a few low-paying and unskilled jobs (Faccio *et al.*, 2016) ^[11]. Even in white-collar jobs, women were typically confined to low-paying, unskilled roles. Gender roles and expectations still play a crucial role in the allocation of roles in the non-governmental organization. Although progress has been made in recent times, there is still much need to be done in order to actualize authentic equality and inclusivity in the industry. It is essential for individuals and organizations to work towards eliminating gender barriers and creating a more diverse and equal workforce.

State of Equality of Persons in Ajegunle Community Project in Lagos State

The Ajegunle Community Project in Lagos State is a non-governmental organization that provides various services from households to community level, playing a significant role in the economy (Ngai & Petrongolo, 2010). Nevertheless, gender responsibilities and expectations have often influenced the allocation of roles within non-governmental organizations (Kulich *et al.*, 2011) ^[18]. These responsibilities and expectations are shaped by societal and cultural norms that dictate how people should behave and what jobs are suitable for them based on their gender. Over time, gender responsibilities in organizations have undergone significant changes. In the past, industries were mainly male-dominated, with women holding only a few low-paying and unskilled jobs (Faccio *et al.*, 2016) ^[11]. Even in white-collar jobs, women were typically confined to low-paying, unskilled roles. Gender roles and expectations still play a crucial role in the allocation of roles in the non-governmental organization. Although progress has been made in recent times, concerted efforts still need to be made to achieve actual equality and inclusivity in the industry. It is essential for individuals and organizations to work towards eliminating gender barriers and creating a more diverse and equal workforce.

The Ajegunle Community Project in Lagos State is a non-governmental organization that provides various services from households to community level, playing a significant role in the economy (Ngai & Petrongolo, 2010). However, gender responsibilities and expectations have often influenced the allocation of roles within non-governmental organizations (Kulich *et al.*, 2011) ^[18]. These responsibilities and expectations are shaped by societal and cultural norms that dictate how people should behave and what jobs are suitable for them based on their gender. Over time, gender roles in organizations have undergone significant changes. In the past, industries were mainly male-dominated, with women holding only a few low-paying and unskilled jobs (Faccio *et al.*, 2016) ^[11]. Even in white-collar jobs, women were typically confined to low-paying, unskilled roles. Gender roles and expectations still play a crucial role in the allocation of roles in the non-governmental organization. Although progress has been made in recent times, there is still a vacuum that needs to be filled so as to accomplish unadulterated equality and inclusivity in the industry. It is essential for individuals and organizations to work towards eliminating gender barriers and creating a more diverse and equal workforce.

It can be even more challenging for women in the non-governmental organization in developing countries. These countries often have weaker laws and regulations that promote gender equality in the workplace, and women may face more barriers to education and training. Discrimination based on gender and unequal pay stills remain major issues for women in developing countries. Employers may have an easier time discriminating against women and paying them less than men due to fewer laws and regulations that prohibit such discrimination. It is important to address the pay gap and other forms of discrimination that women in the non-governmental organization may face. This can involve implementing policies such as equal pay laws and measures to promote more women in leadership roles. Although

progress has been made towards gender equality in the non-governmental organization, there is still a lot of work to be done to ensure that women around the world have equal opportunities and are treated fairly in this sector.

In developing countries, the situation for women in the non-governmental organization is often even more challenging. These countries often have weaker laws and regulations promoting gender equality in the workplace, and women may encounter more barriers to education and training (Stigler, 2021) ^[26]. In developing countries, the situation for women in the non-governmental organization is often more challenging due to a number of factors (Galbraith, 2012) ^[12]. One major factor is the weaker laws and regulations promoting gender equality in the workplace. In many developing countries, there may be fewer laws and regulations which prohibit discrimination based on gender or that require equal pay for equal work (Galbraith, 2012) ^[12]. This can make it easier for employers to discriminate against women and to pay them less than their male counterparts. Finally, it is crucial to address the pay gap and other forms of discrimination which women in non-governmental organization may encounter. This can involve policies such as equal pay laws and measures to promote the representation of women in leadership roles (Tan & Waheed, 2011) ^[27]. On the whole, while considerable progress has been made in terms of gender equality in non-governmental organization, there is still much work to be done in order to ensure that women around the globe have equal opportunities and are treated fairly in this sector.

The State of Women in Top Positions Ajegunle Community Project in Lagos State

The issue of women holding top positions in organizations is complex, and has been given significant attention in recent years (Jeremy & Melinde, 2012) ^[14]. Although progress has been made in increasing the representation of women in leadership roles, there is still a significant gender gap at the highest levels of many organizations (Ibarra *et al.*, 2015). One of the cardinal constraints confronting women in the workplace is the presence of unconscious prejudice and discrimination (Warschauer & Matuchniak, 2010) ^[30]. Research indicates that women are often undervalued and underestimated, and may be passed over for promotions or leadership opportunities due to gender stereotypes and preconceived notions about their abilities (Topalova, 2018). This bias against women can be particularly pronounced in male-dominated fields, where women may face additional barriers to career advancement. Unconscious prejudice is conceptualized as the automatic and unconscious attitudes or stereotypes which influence our perceptions and actions towards others (David *et al.*, 2013). These biases can be positive or negative, and can negatively impact how we perceive and interact with people based on their race, gender, age, and other factors. In the workplace, unconscious bias can significantly impact the opportunities and experiences of women (Vogel, 2020) ^[29].

The under-representation of women in male-dominated fields and the potential for a hostile or unwelcoming culture can create additional barriers for women trying to advance in their careers. It is important for organizations to address and overcome these barriers through initiatives such as diversity and inclusion training, mentorship programs, and promoting work-life balance, to come-by a more equitable and inclusive workplace for all employees (Cheung *et al.*, 2010) ^[8].

Another approach is to regularly audit and assess to identify and address any unconscious bias within the organization. This can help ensure that women and other underrepresented groups are treated fairly and have equal access to opportunities. Organizations can also work to create a culture that values and supports the advancement of women (David *et al.*, 2013). This can involve setting goals and targets for increasing the representation of women in leadership roles, providing leadership development opportunities and resources specifically for women (Barrientos *et al.*, 2011) ^[6]. Although progress has been made in increasing the representation of women in leadership roles, there is still a lot of work to be done. By implementing strategies to address unconscious bias, providing support and resources for women, and creating a culture that values diversity and inclusion, organizations can facilitate putting in place a more equitable and inclusive workplace for all employees.

Theoretical Framework

Feminism is a social, political, and ideological movement that seeks to advance the rights and status of women. There are various types of feminism, but all share a common goal of achieving gender equality and challenging the patriarchy, or the social and political systems that are primarily controlled by men (American Association of University Women, 2019). Feminist Theory is the intellectual arm of feminism that aims to understand the nature of gender inequality and how it can be changed. Feminist theorists offer a wide range of perspectives, but all seek to examine the ways in which society reinforces gender roles and stereotypes and how these can be challenged and dismantled (Acker, 2006) ^[1]. Feminist theory has been influential in numerous fields, including sociology, anthropology, psychology, and political science. It has also been applied to a wide range of issues, including violence against women in the workplace.

Feminist theory suggests that gender inequality is not an inherent aspect of society, but rather a result of social and cultural practices that have been established over time. According to feminist theorists, gender roles and expectations are not determined by biology, but rather by social construction. This means they can be changed and challenged to create a more just and egalitarian society. Feminist theory also emphasizes the ways in which systems of power and privilege intersect with gender. In organizations, feminist theory has been influential in highlighting the ways in which gender inequality is maintained and perpetuated. Intersectionality theory, which was developed by Kimberlé Crenshaw in 1989, draws attention to the interconnected nature of various systems of oppression, including patriarchy, racism, and classism. This theory asserts that the experiences of women cannot be understood without taking into account these other systems of oppression. The intersection of these systems can create unique forms of disadvantage for certain groups of women, such as black women and indigenous women. Feminist theory offers a framework for contextualizing gender inequality in organizations by examining the patriarchy and other systems of oppression that contribute to it. By doing so, feminists can work towards creating equitable and inclusive workplaces.

Methodology

This study focuses on exploring job advertisement, recruitment, selection, placement, probation and

remuneration process of Ajegunle Community Project in Lagos State, Nigeria. The study used qualitative data collection methods such as in-depth interviews and key informant interviews. The target population of this study consists of Human Resource Personnel in charge of Recruitment, Selection and Placement of staff alongside engineers, technicians and support staff who were purposively selected.

In order to ensure a sample which sufficiently represents the entire population for the study, the researcher employed purposive and simple random sampling techniques. Purposive sampling was adopted for the in-depth interview of the Human Resource Personnel in charge of the recruitment, selection and placement of staff in the industry. The samples to be used exclusively include the Human Resource Personnel in charge of the recruitment, selection and placement of staff in the industry.

A total of 15 employees at the study area were purposively and randomly selected as a sample for the in-depth interview, while 5 HR and top management officials were purposively and randomly selected as a sample for the key informant interviews. The interview data collection method involves verbal questioning by the researcher of his or her field assistant and the oral/verbal response from the research participants (Kothari *et al.*, 2014). The research was conducted through primary source data collection using in-depth interview method of data collection from the random staff of Ajegunle Community Project in Lagos State and Key Informant Interview for staff in the HR and top management officials as key players in the recruitment, selection and placement process.

The study used purposive sampling technique to specifically select respondents who the researcher has considered necessary to partake in the study. This technique is formulated to indicate individuals with unique knowledge needed and important for a particular subject matter in a research process. The population of 15 proposed respondents was participated in the area of the study for the research. Purposive sampling techniques were adopted for sampling the respondents who partook in the study. Respondents were sampled on account of their availability and willingness to partake in the research.

Key informant interviews are in-depth qualitative interviews carried-out with people who have knowledge about what is happening in a community. The interview guide was divided into five sections: the first section focused on the socio-demographic characteristics of the participants, while the other sections focused on each objective of the study. The interviews were carried-out with the HR staff and management officials at top cadre who play a crucial role in the job advertisement, recruitment, selection, placement, and remuneration process.

Data analysis involved analyzing how the data collected through the interview guide was presented, interpreted, and analyzed. For this research, the interviews were analyzed based on the questions asked and the answers given by the respondents. The method of data analysis used was transcription and content analysis. Thematic content analysis was employed in order to analyze the data obtained from the interviews.

In this analytical technique, there are five steps involved. The first step is to transcribe the interview. The second step is to check and edit the transcript. The third step is to analyze the data. The fourth step is to interpret the result, and the last step

is verification (Karlsson & Sarantakos, 1998). To start the process, the researcher transferred the tape recorded interview onto paper and read it to get an idea of what the data is about. The data was then broken down into smaller, significant units. This was done by reading each paragraph and identifying the themes present in them. Similar themes were clustered together to create similar units. The differences and similarities between different interviews were identified, which helped to form typologies. Finally, the validity of the data obtained was taken into cognizance by reading the transcripts again.

Presentation of Results

The previous chapter described the methodology used to gather data for this study. In this chapter, the presentation of data is systematically connected to the format of the self-developed questionnaire. The main focus of this chapter is on the analysis and interpretation of data collected. A total of 20 interviews were conducted at Ajegunle Community Project in Lagos State, Nigeria. All participants were willing and informed that the interview would be recorded for transcription and analysis. This chapter presents the findings of the data analysis, beginning from the socio-demographic characteristics of the respondents, which was followed by a summary of the interviews conducted.

Gender Discrimination at Ajegunle Community Project in Lagos

The study highlights potential factors including traditional stereotypes, biases, lack of awareness and education, and workplace cultures that do not value diversity and inclusivity.

“In my view, gender discrimination within workplaces is caused by several factors, including traditional stereotypes and societal norms which associate certain responsibilities with specific genders. Be that as it may, biases and prejudices against women can further lead to discrimination in hiring, promotions, and salaries. A lack of awareness and education on gender equality and discrimination can likewise result in this issue. Additionally, workplace cultures which do not value diversity and inclusivity can occasion gender discrimination.”(IDI/40/Christianity/Divorced/Male/PGD/Manager 1)

These findings highlight various potential factors that can lead to gender discrimination in the workplace. These factors include traditional stereotypes, biases, and prejudices, lack of awareness and education, workplace cultures that do not value diversity and inclusivity, pay inequity, and lack of representation in leadership positions.

“Gender discrimination in the workplace can arise from a variety of factors, including traditional gender roles and stereotypes, societal norms, unconscious biases and prejudices, lack of awareness and education on gender equality and discrimination, and workplace cultures that do not value diversity and inclusivity. Moreover, systemic issues like pay inequity and under-representation in leadership roles can also play a role in perpetuating gender discrimination. Experts suggest that addressing these underlying issues is key to creating a more equitable workplace for all employees.”(KII/40/Islam/Divorced/Male/PGD/Man

ager 1)

This study highlights how gender-based stereotypes can impact job allocation. However, it also acknowledges that some companies strive for gender balance.

“Based on my personal experience and observations, gender does appear to play a role in how job functions are allocated within the Nigerian non-governmental organization. Certain roles are often viewed as being dominated by either men or women. For instance, men may be more likely to be assigned technical and mechanical roles, while women may be given administrative and support roles. Nonetheless, some companies are making an effort to promote a more gender-balanced workforce, even though there are exceptions to this.” (IDI/27/Christianity/Single/Female/BSc/Secretary)

In addition, the study emphasizes the possibility of gender-based stereotypes affecting the assignment of roles, which can result in an unequal distribution of gender in the workforce. The response also recognizes that some companies are making efforts to encourage gender equality and establish a more equitable workforce.

“Studies have established that gender plays a fundamental role in determining job responsibilities in the Nigerian non-governmental organizations. Traditional gender roles and stereotypes can influence the kinds of roles that men and women are assigned to. Women are more likely to be given administrative and support roles, while men are more likely to get technical and mechanical roles. This can lead to an uneven distribution of genders across the workforce and hinder women's advancement opportunities. However, some companies are working to mitigate this issue by adopting diversity and inclusion initiatives and promoting gender equality.” (KII/36/Christianity/Divorced/Female/BSc/Manager 1)

The study emphasizes the potential negative impacts on individuals and organizations, as well as the ethical considerations involved.

“I believe that discriminating against individuals based on their gender in the allocation of roles can have serious consequences for both individuals and organizations. For individuals, this can restrict their opportunities for career growth and personal development. It can also lead to demotivation and low morale. For organizations, it can result in a less diverse and less innovative workforce, which can have negative impacts on productivity and overall success. Furthermore, discrimination in any form is unethical and can harm the reputation of an organization.” (IDI/49/Christianity/Married/Male/MSc/Account Officer 1)

This study highlights the potential negative impacts on individuals and organizations, ethical considerations, and the importance of diversity to avoid long-term consequences of

discrimination.

“Extensive research has proven that gender discrimination in role allocation can lead to significant implications for both individuals and organizations. Such practices can hinder opportunities for career advancement and personal growth, which may eventually lead to demotivation and low morale among employees. Furthermore, gender discrimination can result in a less diverse workforce, which can negatively impact productivity, innovation, and overall success for organizations. It is important to note that gender discrimination is also unethical and can severely damage the reputation of an organization, which can have long-term implications for the recruitment and retention of talented employees.” (KII/54/Christianity/Married/Female/BSc/Line Manager 1)

The study emphasizes the significance of organizational policies and practices, cultural and societal norms, and individual actions.

“In my viewpoint, actualizing gender equality in responsibility allocation in the non-governmental organization requires a multi-dimensional approach. First and foremost, organizations must imbibe policies and practices which promote diversity and inclusion in the workplace. This can include setting diversity targets, providing training on unconscious bias, and establishing flexible work arrangements. Additionally, it is important to address cultural and societal norms that perpetuate gender stereotypes and biases. This can involve education and awareness-raising campaigns. Finally, individuals must also take responsibility for challenging gender biases and promoting equality in their own workplaces.” (IDI/32/Islam/Divorced/Female/MSc/Sales Manager 2)

The study highlights the significance of organizational policies and practices, cultural and societal norms, and individual actions. A comprehensive and multi-faceted approach is necessary.

“Achieving gender equality in role allocation in the non-governmental organization requires a comprehensive approach. This can involve instituting policies and practices which bolster diversity and inclusion, such as setting diversity targets and providing training on unconscious bias. It can also involve addressing cultural and societal norms which precipitate gender stereotypes and biases, which can be actualized through education and awareness-raising campaigns. Lastly, individual actions, such as challenging gender biases and promoting equality in the workplace, can also contribute to achieving gender equality. According to research, these measures can facilitate putting in place a more equitable and inclusive work environment in the non-governmental organization”.

(KII/36/Christianity/Married/Male/MSc/Purchasing Manager)

Discussion of Findings

Gender discrimination at Ajegunle Community Project in Lagos

Gender discrimination is a widespread issue which greatly concerns individuals and organizations globally. The problem arises due to many factors, such as traditional stereotypes, biases and prejudices, lack of awareness and education, and workplace cultures that do not value diversity and inclusivity.

Women often face discriminatory practices in the workplace, such as pay inequity and lack of representation in leadership positions (Krambia-Kapardis & Zopiatis, 2020; O'Connor & Boyle, 2018) ^[17, 22]. These practices limit opportunities for career growth and personal development, leading to demotivation and low morale. Gender discrimination also results in a less diverse and less innovative workforce, which can have negative impacts on productivity and overall success for organizations. Discrimination of any kind is unethical and can damage the reputation of an organization (Budd *et al.*, 2021) ^[7].

To achieve gender equality in the non-governmental organization, organizations must employ a comprehensive and multi-faceted approach. Policies and practices which foster diversity and inclusion in the workplace, like setting diversity targets, providing training on unconscious bias, and establishing flexible work arrangements, can help address cultural and societal norms that can be responsible for gender stereotypes and biases (Budd *et al.*, 2021) ^[7]. Education and awareness-raising campaigns can likewise help challenge these norms.

Setting diversity targets is one way organizations can promote gender equality in the workplace. These targets should be specific, measurable, achievable, relevant, and time-bound (SMART) and communicated throughout the organization. Diversity targets help to promote accountability and ensure that organizations are working towards gender equality goals (Narayan *et al.*, 2021) ^[20]. The targets should be monitored regularly to ensure that they are met, and adjustments made as necessary.

Providing training on unconscious bias is another approach organizations can use to promote gender equality in the workplace. Unconscious biases are attitudes and stereotypes that affect our understanding, actions, and decisions unconsciously. These biases can lead to discriminatory practices in the workplace. Organizations can provide training to raise awareness about unconscious bias and its impact on decision-making (Sardeshmukh *et al.*, 2012) ^[24]. This training should be mandatory for all employees, including management.

Flexible work arrangements can also promote gender equality in the workplace. Women often bear a disproportionate burden of unpaid care work, which can limit their participation in the workforce (Krambia-Kapardis & Zopiatis, 2020) ^[17]. Flexible work arrangements, such as remote work, flexible working hours, and job-sharing, can help to reduce the burden of unpaid care work and promote work-life balance. Organizations should ensure that these arrangements are available to all employees, regardless of gender.

Individual actions can also contribute to achieving gender equality in the workplace. Employees can challenge gender biases and promote equality in their interactions with colleagues and management. They can also act as allies to marginalized groups and hold their organizations accountable

for promoting diversity and inclusion. Employees should also participate in education and awareness-raising campaigns to improve their understanding of gender issues in the workplace.

Conclusion

Gender disparity in responsibility allocation is a significant issue, especially for women working at Ajegunle Community Project in Lagos State. Women are often employed in unskilled labor, despite the fact that they are increasingly visible in professions that were traditionally thought of as men's. This indicates that there is still some form of dissimilarity at work in terms of job allocation for men and women.

In developed industrial nations, regulations have been introduced to address the issue of gender equality in the workplace, particularly in recruitment, selection, compensation, probation, and promotion. However, gender disparities in the workforce still exist. This disparity against women significantly contributes to gender disparities in the workplace. Gender inequality remains pervasive in various endeavors, and the nature and extent of the discrepancies differ considerably across countries and regions. In Nigeria, females are discriminated against, even in the workplace. Male dominance and gender disparity in job allocation are two issues that plague the contemporary epoch. The difficulties and issues these women face are caused by the unstructured connection patterns and chaotic nature of the system, making them vulnerable to exploitation and cheap labor and subjecting them to prejudice and many forms of abuse.

There are several issues with the allocation of roles to personnel in the industrial sector. Unfair and unequal role allocation negatively affects employee performance. Gender discrimination is possible in various contexts, including hiring practices, income, and compensation disparities, promotion practices, and inequities in the provision of various services and amenities to different genders. Gender discrimination has a negative impact on employee productivity, and it is crucial to ameliorate it by empowering women to recognize the rights they enjoy as citizens of their country and as civilians. During the hiring process, company management should offer both sexes an equal chance, as this will make the workplace more gender-sensitive. There should be no prejudice in the hiring process, role distribution, or promotion of personnel based on gender. Instead, success in previous roles should be taken into account, as this would increase employee engagement.

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