

Gender Inequality and Its Impacts on Workplace in Nigeria: A Study of Local Content in Yenagoa, Bayelsa State, Nigeria

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Abstract

This project work examines Gender Inequality and its Impacts on Workplace in Yenagoa, Bayelsa State: A Study of Nigerian Content Development Management Board (Local Content) Bayelsa State, Nigeria the work adopted the descriptive survey research design, two hundred and thirty respondents (230) provided information for this study. The survey research design was used for this work. The major data for study include Questionnaire. A simple frequency table was used to analyze the data obtained from the field. Key findings of the work are: 1. That gender inequality was prominent in the various organizations studied 2. It was also found that the rate of gender inequality in these organizations was on the high side. 3. Various factors were found as key contributors to gender inequality to the various organizations studied. Some of which were that breast feeding mothers are not given adequate maternity leave to cater for themselves and the newborn babies before resuming work which most times affect the health of the mother and the babies. Some recommendations were made because of the findings of the study. 1. Gender inequality should seriously be discouraged in the workplace by the employers, the Human resource managers, and even among employees. 2. All-inclusive Workplace policies should be formulated and implemented in all organizations in Nigeria especially as it relates to the selected organizations studied. 3. Policies of maternal and childcare should be present in all organizations to give room to women have children and those who gives birth while still in the organization to be able to stay loner at home for their maternity leave so they could take care of their children and themselves.

Keywords: Gender, Inequality, Gender Inequality, Impact, Workplace, Discrimination.

Introduction

Gender disparity in the workforce represents a multifaceted challenge emergent from ingrained socio-cultural beliefs, economic frameworks, and institutional regulations that frequently disadvantage women and hinder their professional advancement (Aina, 2018). Generally,

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Nigerian culture has predominantly been dominated by males, with gender responsibilities largely dictated by conventional norms that bestow upon men leadership and decision-making roles, while women are often consigned to domestic and lesser positions (Okeke, 2020). This male-centric framework penetrates workplaces, where females face systemic obstacles, such as bias in hiring practices, wage disparities, restricted chances for leadership roles, and instances of harassment at work (ILO, 2019). Such obstacles negatively affect not only women's financial empowerment but also national growth, as gender diversity is inherently linked to economic development and productivity within organizations (World-Bank, 2021).

In Nigeria's job market, women are considerably underrepresented, which contradicts the gender distribution seen in different industries. In fields like science, technology, and engineering, women's participation is generally low, while they tend to predominate in lower-paid positions such as education, domestic services, and nursing, which do not provide adequate financial compensation (Awe & Ajayi, 2019). Often, in workplaces where women are employed, they frequently encounter the "glass ceiling" phenomenon, which obstructs their ascent to senior management roles due to implicit biases and societal expectations (Eboh, 2021).

Furthermore, within professional environments, gender inequality carries psychological and social repercussions, such as diminished motivation, job dissatisfaction, and reduced commitment to organizations among female workers (Afolabi & Akintunde, 2020). Discrimination based on gender also disrupts work-life balance, as women are disproportionately tasked with home duties alongside their job responsibilities, which constrains their career advancement possibilities (Udegbe, 2017). Additionally, workplace regulations concerning maternity leave and childcare assistance are frequently insufficient, further complicating women's professional growth (ILO, 2022).

The challenge of gender inequality in professional settings is a significant issue that necessitates comprehensive policy frameworks and affirmative action initiatives that encourage gender inclusivity. Legislation, such as the Nigerian Gender Policy (NGP) and global treaties like the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), lay the groundwork for achieving gender fairness but need more robust implementation and enforcement strategies (Nwosu, 2019). The corporate sector must also take an active role in establishing gender-sensitive policies, equitable pay practices, mentorship

initiatives, and training programs aimed at enhancing women's leadership skills (Adesina & Olajide, 2020).

This research intends to assess the level of gender inequality within Nigerian workplaces, uncover its root causes, and evaluate its effects on individuals as well as organizational effectiveness. By pinpointing significant barriers and suggesting practical remedies, this study aspires to add to the ongoing conversation surrounding gender equality in the business sector. The results will provide valuable perspectives for policymakers, employers, and researchers in effectively understanding and tackling gender disparities in the workplace.

Statement of the Problem

Although both international and national initiatives have been implemented to promote gender equality, disparities between men and women persist in Nigerian workplaces. These inequalities are evident in areas such as recruitment practices, pay structures, and access to leadership positions. Gender-based discrimination in employment, wage inequality, and restricted opportunities for advancement continue to obstruct women's career progression (ILO, 2019). Studies reveal that Nigerian women frequently earn less than men for performing the same tasks and face more obstacles in attaining managerial roles (World Economic Forum, 2022).

The root causes of gender inequality in the workplace are entrenched in cultural norms and institutional systems that uphold traditional gender expectations. In Nigeria, men have historically been prioritized over women in leadership, a bias that still shapes employment policies and workplace culture today (Okeke, 2020). Additionally, existing workplace policies often fail to adequately address the unique challenges faced by women, such as balancing work and family responsibilities and accessing sufficient maternity leave.

The effect and impact of gender inequality encompasses beyond individual career limitations. Organizations that fail to promote gender diversity suffer from reduced innovation, lower productivity, and weaker financial performance. Additionally, gender inequalities add to national economic inefficiencies, as the exclusion of women from key economic activities limits complete growth. Without concrete mediations, gender inequality in Nigerian workplaces will continue to weaken economic and social progress. Consequently, this work seeks to explore the extent of gender inequality in the workplace, its main causes, and its consequences.

Aim and Objectives of the Study

The study aims to examine gender inequality and its impacts on workplaces in Nigeria: A study
Local Content in Yenagoa, Bayelsa State, Nigeria.

Objectives

1. To investigate the presence of gender inequality in Local Content, Yenagoa, Bayelsa State, Nigeria.
2. To analyze the extent of gender inequality in Local Content, Yenagoa, Bayelsa State, Nigeria.
3. To identify the key factors contributing to gender inequality in Local Content, Yenagoa, Bayelsa State, Nigeria.
4. To assess the impact of gender inequality on employees' career growth, job satisfaction, and productivity in the selected organizations in Local Content, Yenagoa, Bayelsa State, Nigeria.

5. Research Questions

1. Is there the presence of gender inequality in selected organizations in Local Content, Yenagoa, Bayelsa State, Nigeria?
2. What is the extent of gender inequality in the selected organizations in Local Content, Yenagoa, Bayelsa State, Nigeria?
3. What are the main factors contributing to gender inequality in Local Content, Yenagoa, Bayelsa State, Nigeria?
4. How does gender inequality affect employees' in Local Content, Yenagoa, Bayelsa State, Nigeria?

Significance of the Study

Practical Significance of the Study

Gender inequality remains a persistent issue in Nigerian workplaces, affecting employment opportunities, career progression, wages, and overall productivity. This study is practically significant because it provides insights into how gender differences impact organizational efficiency, employee morale, and economic growth.

By examining real-world experiences and workplace policies, this research will help policymakers, business leaders, and Human Resource Managers (HRM) professionals develop gender-inclusive strategies that promote equity and diversity. It also provides recommendations on ensuring equal representation in leadership positions and improving work environments for both men and women.

Additionally, this research will be beneficial to employees by highlighting workplace challenges and advocating for policies that protect workers' rights and foster an inclusive work culture. By addressing gender inequality, businesses in Nigeria can improve innovation, teamwork, and productivity, ultimately contributing to a more equitable and prosperous economy.

Theoretical Significance of the Study

Theoretically, studying "Gender Inequality and its Impacts on the Workplace in Nigeria" lies in its possibility to deepen the knowledge of how rooted the societal norms and systemic structures perpetuate disparities between genders within formal organizations. Earlier and related studies of previous work on gender inequality and its impacts and their areas of focus have been highlighted below.

1. Patriarchy and Gender Roles: Makama (2013) this study examines the conceptual and material bases of patriarchy and gender inequality in Nigeria, identifying dimensions of discrimination and discussing socio-cultural and political factors leading to such disparities. By integrating these theoretical perspectives, the study offers a comprehensive framework to analyze the multifaceted nature of gender inequality in Nigerian workplaces. It not only highlights the systemic barriers women face but also provides a foundation for developing culturally sensitive interventions aimed at promoting gender equity in professional environments.

Scope of the Study

This research work focused on gender inequality and its impacts on workplace in Nigeria: A study of Local Content, Yenagoa, Bayelsa State, Nigeria.

Theoretical Framework

Gender Role Theory

This theory was propounded by Alice Eagly in 1987. It serves as the appropriate theoretical basis for analyzing gender inequality and its influence on the workplace within Nigeria. This theory elucidates how societal norms assign particular roles and expectations to individuals based on gender with roots in cultural customs and socialization mechanisms. These defined gender roles influence workplace conduct, job availability, and perceptions of leadership.

Assumptions of Gender Role Theory

1. Gender roles are shaped by social constructs: Society develops and perpetuates designated functions for men and women, which results in differences in the workplace.
2. Initial socialization shapes behavior in the workplace: From a young age, people absorb behaviors linked to their gender, which influences their career selections and ambitions for leadership.
3. Conventional gender roles benefit men in leadership roles: Males are frequently perceived as more capable of fulfilling leadership and managerial roles, whereas females encounter biases and discrimination.
4. Women are anticipated to place family before their careers: Societal norms impose greater caregiving duties on women, hindering their professional advancement prospects.
5. Gender stereotypes influence recruitment and promotion: Employers might unconsciously lean towards selecting male applicants for prestigious positions, perpetuating inequality in the workplace.

Why Gender Role Theory is Suitable for the Study

1. Clarifies Workplace Discrimination

This perspective on Gender Role Theory sheds light on the reasons behind the obstacles women encounter in gaining promotions, attaining leadership positions, and achieving wage parity. In Nigeria, societal norms influenced by patriarchy often determine job appropriateness, giving preference to men in roles where decisions are made.

2. Examines Cultural and Structural Biases

This theory facilitates an exploration of how ingrained cultural beliefs regarding men as breadwinners and women as caretakers influence workplace practices and regulations, resulting in gender-related inequalities.

3. Applicable to Organizational Policies

In Nigeria, many organizations typically implement policies that reinforce conventional gender roles, such as inadequate maternity leave, rigid work schedules, and leadership primarily occupied by men. This theory aids in evaluating how these policies sustain inequality.

4. Offers a Framework for Solutions

Gender Role Theory presents recommendations for policy improvements, for instance, Human Resource practices that consider gender perspectives, leadership development programs for women, and strategies for workplace inclusion. Ultimately, Gender Role Theory serves as the most fitting framework for analyzing gender inequality within the Nigerian work environment. This theory explains how social norms and stereotypes influence employment opportunities, leadership positions, and workplace discrimination.

Applying this theory, the research can suggest practical interventions to bridge gender gaps and promote a more unbiased work environment in Nigeria.

Research Methodology

This section deals with the various methods that was applied in carrying out this research work. According to Collins Dictionary (2010) methodology is “the techniques and strategies employed within a discipline to manipulate data and acquire knowledge”.

Research Design

Research design has to do with the approaches, framework, or plans of carrying out research studies. It is used as a guide in collecting and analyzing data. Research design is viewed as the structuring of investigation aimed at identifying variables and their relationship with one another (Asika, 1991). Research design can also be seen as the plan, structure, and strategy of investigation conceived to obtain answers to research question to control variables. Baridam (2001) affirms that research design does not mean the specific method of collecting data such as questionnaire, interview, or direct observation, but the more essential question of how the study subjects will be brought into the research setting to get the necessary records.

This work adopts the descriptive survey research design to examine gender inequality and its impacts on workplace in Nigeria with emphasis Local Content, Yenagoa, Bayelsa State, Nigeria. Descriptive research design was used to determine and reports the position of events (Mugenda & Mugenda, 2003). The descriptive method is suitable because it involves direct responses from respondents. The researcher used this method to collect comprehensive information that has to do with the subject matter.

Population of the Study

The population of the study is drawn from staff of Local Content. The population of the study is the total population of staff of the Local content studied in Bayelsa State, Nigeria. In all, the total population of Local content is 3400 staff.

Sampling Procedure / Sample Size Determination

The sample size for this study is two hundred and thirty (230) respondents. The respondents are staff of Local Content. The purposive sampling technique and questionnaire were applied to collect information from staff of these organizations.

Sources of Data

The study made use of primary and secondary data.

Primary Sources of Data

The primary data used in this work were information got directly from the respondents. Such as questionnaires, interviews, and observation.

Secondary

The secondary data comprised of work that had previously been published by other scholars or authors. Examples of such include; published works, textbooks, internet resources, newspapers, journals, magazines, articles, etc.

Data Collection Methods

Questionnaires were administered to respondents by the researcher after a considerable period of time the questionnaires were retrieved. Interview were also conducted. These methods formed the main methods through which data was gathered for the study.

Instrument Design

The questionnaire, and interviews were the major research instruments used in the work. The questionnaire was developed by the researcher. These questionnaires were used to collect data from the staff of Local Content, Yenagoa, Bayelsa State, Nigeria.

Validity/ Reliability of the Instrument

The questionnaire which was the instrument used for this study was validated through by the supervisor for corrections after which it was approved for used. These processes certain the validity of the instrument to remove bias and falsification of the questions. Reliability is the scale of consistency of an instruments or procedure. Reliability refers to the degree of consistency between two measures of the same thing (Lehman and Mehrens, 1987). It is the extent to which a test or any measuring procedures gives the same result on repeated trials in similar circumstances. Reliability has to do with accuracy and consistency measuring device.

Data Presentation and Analysis

In this section, the data collected from the field were presented and analyzed. The results are presented based on the objectives of the study. Descriptive method was used to analyze data got from the field. The first section looks at the demographic characteristics of respondents.

Demographic Characteristics of Respondents

Table 1: Sex of Respondents

Sex	Frequency	Percentage (%)
Male	170	74
Female	60	26
TOTAL	230	100

Source: Survey Data, 2025

Table 1 presents the age bracket of respondents who gave information for the study. It shows that 170 respondents representing 70% of the population are male. Whereas 60 respondents representing 26% of the population are female.

Table 2: Age Distribution of Respondents

Age Range	Frequency	Percentage (%)
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22 - 28 Years	15	6.52
29 – 36 Years	35	15.23
37 - 44 Years	110	47.82
45 and above	70	30.43
TOTAL	230	100

Source: Survey Data, 2025,

Table 2 above demonstrates the various age brackets that took part in the work. It revealed that respondents between the ages of 22 to 28 years were 15. This number represent 6.52% of the population. 35 respondents between the ages of 29-36 years. This figure represent 35.23% of the population of the study, 110 respondents representing 47.82% are between the age bracket of 37-44 years and the final category are people who falls in the age bracket of 45 years and above. This group constitute 70% of the total population of the study.

Table 3: Marital Status

Marital Status	Frequency	Percentage (%)
Single	46	20
Married	140	60.87
Divorced	4	1.74
Separated	10	4.35
Widow/Widower	30	13.04
TOTAL	230	100

Source: Survey Data, 2025

Table 3 shows the marital statuses of the various respondents that took part in this work. It indicates that 46 respondents are single and this shows a percentage of 20, whereas those married were 140 in number and this number represents 60.87% of the total population of the study, 4 respondents were seen to be divorced and this ratio represents 1.74% of the population, while 10 respondents are separated and it represents 4.35% of the population and 30 respondents who represents 13.05% of the population were widowed/widower.

Table 4: Highest Educational Qualification

Qualification	Frequency	Percentage (%)
FSLC & Below	8	4

WASC	15	7.5
OND	10	2.5
B.Sc/HND	130	65
PGD	22	8.5
MSC	28	9
Ph.D. & Above	7	3.5
TOTAL	230	100

Source: Survey Data, 2025

Table 4 above looks at the Educational Qualification of respondents who participated in the study. It was gathered that 8 respondents representing 4% of the population were those that had FSLC and below. The next category of respondents are those with WASC and its equivalent. This group comprised 15 respondents and 7.5% of the population, while those with OND were 5 in number representing 2.5%, people with B.Sc/HND were 130 in number representing 65% of the population, participants with PGD were 17 in number representing 8.5, while those with M.Sc. were 18 representing 9% and the final category are those with PhD and above. The number of this people are 7 representing 3.5%.

Analysis of Research Questions

Here, data that were got from the field were analyzed.

TABLE 5: Presence of gender inequality in the Local Content, Bayelsa State.

S/no	Responses	Response rate	Percentage
1	There is gender inequality in the selected workplace studied	170	73.91
2	No gender inequality workplace	40	17.39

3	Not aware of any gender inequality	20	8.70
	Total	230	100

Source: Field Work 2025

Table 5 shows the responses of respondents concerning the presence of gender inequality in the Local Content studied. The result indicates that 170 respondents representing 73.91% of the sample size agreed that in their various organizations, there is gender inequality. While, 40 respondents representing 17.39% stated that there are no gender inequality. Whereas, the last group of respondents said they are not aware of the presence of gender inequality in their organization. The high percentage of respondents that ascertained the presence of gender inequality is an indication that in the at Local Content, there is the presence of gender inequality.

TABLE 6: Forms Extent of Gender inequality in the selected organizations in Bayelsa State, Nigeria.

Question	Frequency	Percentage
Very high	150	65.23
Low	50	21.73
Very low	30	13.04
Total	230	100

Source: Researcher's field work 2025

The frequency in the above table shows that 150 respondents said gender inequality the organization studied is very high. This represents 65.23% of the population that provided information for this study, while 50 respondents representing 21.73% said the gender inequality in the organizations is low, while 30 respondents representing 13.04% said gender inequality is very low.

- TABLE 7: Key factors** contributing to gender inequality in the Local Content in Bayelsa State, Nigeria.

Question	Frequency	Percentage
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Lack of adequate maternity leave for breast feeding mothers	180	78.26
Differential treatment among sexes	50	21.74
Total	230	100

Source: Researcher's field work 2025

Table 4.7 above clarifies the responses of respondents on factors contributing to gender inequality in the organizations. 180 respondents with a percentage of 78.26 states that lack of adequate maternity leave for breast feeding mothers is a major factor that contribute to gender inequality in the organization. Whereas 50 respondents representing 21.74% declared that due to differential treatment melted on differences sexes especially the female folks contributes much to gender inequality in the organization.

Discussion of Findings

The following findings were made after the field work.

In the study, it was found that there is the presence of gender inequality in the organization studied. Out of the sample of 230 respondents, representing 73.91% aired their opinion by state that there is the presence of gender inequality in the organization. Most of the number that said there is the presence of gender inequality is evidence that the organization cannot deny the fact that there is gender inequality. Similarly, in trying to ascertain the level or rate of gender in equality in the organization, it was discovered that 150 respondents stated that the rate of gender inequality in the organization is very high.

Again, various factors were found as key contributors to gender inequality to the organization studied. Some of which are that breast feeding mothers are not given adequate maternity leave to cater for themselves and the newborn babies before resuming work which most times affect the health statuses of the mother and the babies. It also found that that differential treatment between the sexes is a strong factor that contributes to gender inequality in the organization.

Summary

The study of on gender inequality and its impacts on workplace in Nigeria: A study of Local Content, Yenagoa, Bayelsa State, Nigeria investigated various issues concerning organizations especially the ones studied in Bayelsa State, the effects of gender inequality in this organization and how it impacts on employee's productivity. In the work, the causes and consequences of gender inequality in the organizations were carefully investigated. It investigates the extents

to which gender inequality could impact of productivity of staff especially the female folks. The study made some findings among which are: that there is gender inequality in the organization, again, that various sexes especially the female folks are more affected in the inequality issues in the organization, and finally, that with continued inequality in organizations, organization would hardly actualize it optimal goal.

Conclusion

The result of this study is in accordance with the well-known opinion of the Nigerian condition where inequality strived in most sectors in the country. This inequality is usually discriminatory in nature. Women have always been the major target in most sectors. The traditional belief in most African countries and Nigeria has done more harm to the society than good. Nations where gender has been considered as second class citizens or people who cannot be considered for any serious or major matters is a major problem which if not changed will continue to cause more harm to the society and organizations.

Recommendations

Going by the findings of this work on gender inequality and its impacts on workplace in Nigeria with particular focus on Local Content, Yenagoa, Bayelsa State, Nigeria, certain recommendations are made.

1. Gender inequality should seriously be discouraged in workplaces by the employers, the Human resource managers, and even among employees.
2. All inclusive Workplace policies should be formulated and implemented in all organizations in Nigeria especially as it relates to Local Content.
3. Policies of maternal and childcare should be present in all organizations to give room to women who have children and those who gives birth while still in the organization to be able to stay longer at home for their maternity leave so they could take care of their children and themselves.
4. Staff salaries across gender should be equal on equal jobs. They should not be any form of discrimination in terms of how staff are rated or treated.

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