

Decline In Female Labour Force Participation In Nigeria: The Missing Link

Nzenwata Chisom Beauty

P.M.B 174 Garki, G.P.O Abuja, Nigeria.

Abstract: *The notion of women been viewed as the weaker sex has ascribed to most women feeling excluded and less important in Nigeria. It is also instilled in young girls that women has no say over a man which is an epic mindset, this has also limit female leadership potential in Nigerian work environment. Some of the religious and traditional norms in Nigeria belief that a girl child education is a waste of resources and that a woman's qualification ends in the kitchen. The gender inequality has silenced the voice of women, all these plays a setback role for women in pursuing their carriers. National development of an economy can improve effectively with the active participation of women in the labour force. According to World Bank in 2016, Nigeria has 49.34% of female population, in 2017 about 45.44% in labour force this percentage constitute employed and underemployed. There is a fact which research has proven that an economy that lacks female contribution will gradual decline. The study investigated the constraints affecting women labour force participation, self-designed questionnaire were applied in retrieving data from 750 female respondent in the North-Central and South-East geopolitical zones of Nigeria. Findings indicate that education is the major attribute to decline of female in the labour force participation of Nigeria. The study further noted the policies by the government that are yet to be realistic and concluded with possible recommendations that can alleviate women from the impediment of labour force participation.*

Keywords: *Labour, Women, Education, Inequality*

Date of Submission:01-11-2018

Date of acceptance: 15-11-2018

I. Introduction

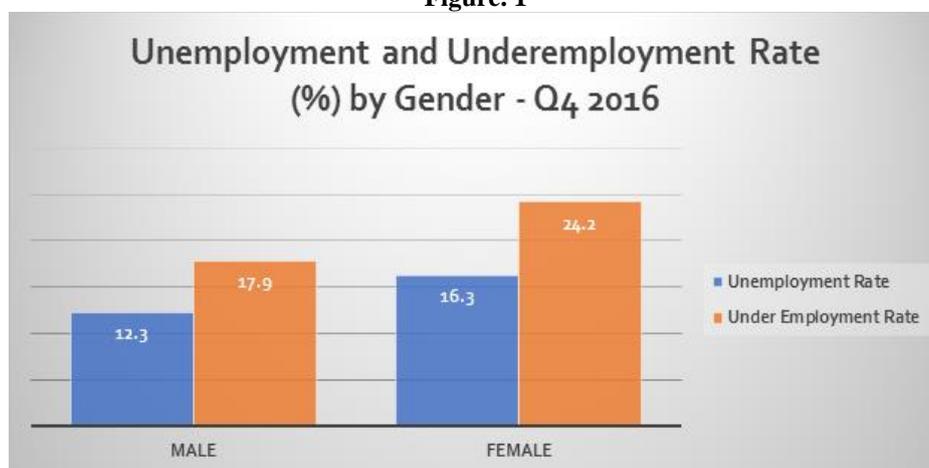
Labour is paramount to the growth of every economy. Women significant in sphere of work are very vital in contributing to their household income, poverty alleviation and above all the economy. According to a report by McKinsey Global Institute in 2015, observed that women empowerment and equality in the labour market can contribute about \$12Trillion to the global economic growth. In this present world women face numerous challenges in the workforce that daunt them from active participation in workforce. Despite all these, women still face tremendous discrimination in employment and management positions. World Economic forum (WEF) global gender gap report of 2017 states that Nigeria has 122 positions out of 144 countries in closing the gender gap.

From the onset Beijing declaration of 1995, prominence important has been given to equality; women and men are equal and should be treated as such. Research shows that most countries complied by encouraging and placing women into labour participation but their wages, social protection and job stability are yet to be measured to that of the men. Several scholars have wide range of research over the inequality which is a killer disease to a country's economic growth. World watch (2013) spotted inequality as a bung that negatively distort wheel of development which holds back social bond, trust, women expulsion from politics and disparaging the poor. While Omolewa (2002) opined that inequality originated from the colonial system of education, he further stated that the system was solely designed to handle exigency of labour that alienate women from participating in the economic growth and educational favorable chance. ILO constitution since 1919 advocates equal rights and wages for women employee. There component exponent that equal right should be given to men and women in the area of occupational health and safety, employment and training, fundamental human right and working conditions, Equal remuneration for same work Etc.

Sen (1999) observed that women can affect changes in an economy when they acquire the right education and skills, have legal right to own properties and choose where to work. Islam (2006) added that economic growth is vital in any countries poverty reduction but still not enough, he further propose that productive work force plays paramount role in changing the benefits from the economic growth into poverty reduction. In agreement Sen and Islam research affirmed that educating women comes with lots of benefits such as poverty reduction, healthier living, less maternal mortality, Childcare, reduced teenage pregnancy etc. It is believed that women are the weaker sex, and it is often said that empower a woman in other words you have empowered a community. Nigerians have this view that a woman's qualification ends in the kitchen and due to

some religious belief they see girl child education as a waste of resources. This was confirmed in a statement by Nigerian president on the 14th Oct, 2016 “I don’t know which party my wife belongs to, but she belongs to my kitchen and my living room and the other room” this statement was made during an interview in Germany, Vanguard (2016). Nigerian women are generally known for their creativity and hard work, the men have this fear that if women are given equal opportunities with the men that they will over power them. During one of the parliament sitting, Abiodun Olujumi a Senator representing Ekiti South Constituency proposed a bill for equal right for men and women in Nigeria, it cease to light after the first reading on the 15th march 2016, reason that it will abrogate the religious belief in the country, Guardian (2016) .

Figure. 1



Source: National Bureau of Statistics report Q4 2016

In quarter four (Q4) of 2016 data from the National Bureau of Statistics indicates that unemployment and underemployment was relatively high for women. Ages 15-65 working age has 16.3% of women unemployed while 24.2% were underemployed, during the same period 12.3% of men were unemployed while 17.09% were underemployed. NBS 2017 statistics also shows that most economic sector including other services, manufacturing, scientific and technical services, construction, transportation and storage employed more male workers than female. According to data released more than half of male workers 55.03% or 27.13million and 36.24% or 1.70million of female were engaged in agricultural activities, construction sector was completely dominated by male workers with 1.70million to 0.41million female.

Figure 2.

Major Economic Activity	Gender	Hour		
		1-19	20-39	40
AGRICULTURE	Female	1,994,627	3,408,570	4,840,247
	Male	3,016,070	6,000,639	18,108,778
TRADE	Female	603,945	1,872,863	4,550,910
	Male	216,292	512,183	3,078,837
OTHER SERVICES	Female	248,559	604,588	1,804,293
	Male	281,175	661,126	2,521,692
MANUFACTURING	Female	247,374	790,257	1,123,628
	Male	241,399	550,097	2,457,886
PROFESSIONAL, SCIENTIF..	Female	263,400	400,669	1,153,608
	Male	327,514	502,213	2,291,096
EDUCATION	Female	64,309	391,224	887,588
	Male	98,197	308,910	935,029
TRANSPORTATION AND S..	Female	3,106	5,889	17,266
	Male	96,671	327,052	2,039,873
HUMAN HEALTH AND SOC..	Female	92,029	254,848	963,928
	Male	78,138	113,748	641,417
CONSTRUCTION	Female	8,596	7,656	24,943
	Male	122,935	359,750	1,221,598
ACCOMMODATION AND F..	Female	114,989	392,310	427,814
	Male	2,486	19,393	95,115
FINANCIAL AND INSURAN..	Female	43,177	108,484	207,085
	Male	84,362	87,887	480,624
ARTS, ENTERTAINMENTA..	Female	42,248	23,961	60,437
	Male	69,989	107,534	252,989
ADMINISTRATIVE & SUPP..	Female	5,878	9,592	70,505
	Male	26,336	46,376	307,945
INFORMATION AND COM..	Female	8,353	20,185	63,375
	Male	27,360	84,082	220,801

MINING AND QUARRYING	Female	3,203	2,183	6,513
	Male	14,811	23,432	79,562
WATER SUPPLY, SEWERA..	Female	3,472	5,925	10,734
	Male	3,722	5,554	61,399
REAL ESTATE	Female	0	2,614	0
	Male	3,335	16,117	47,450
ELECTRICITY, GAS, STEA..	Female	0	0	0
	Male	3,362	1,161	5,968

Source: National Bureau of Statistics report Q3 2017

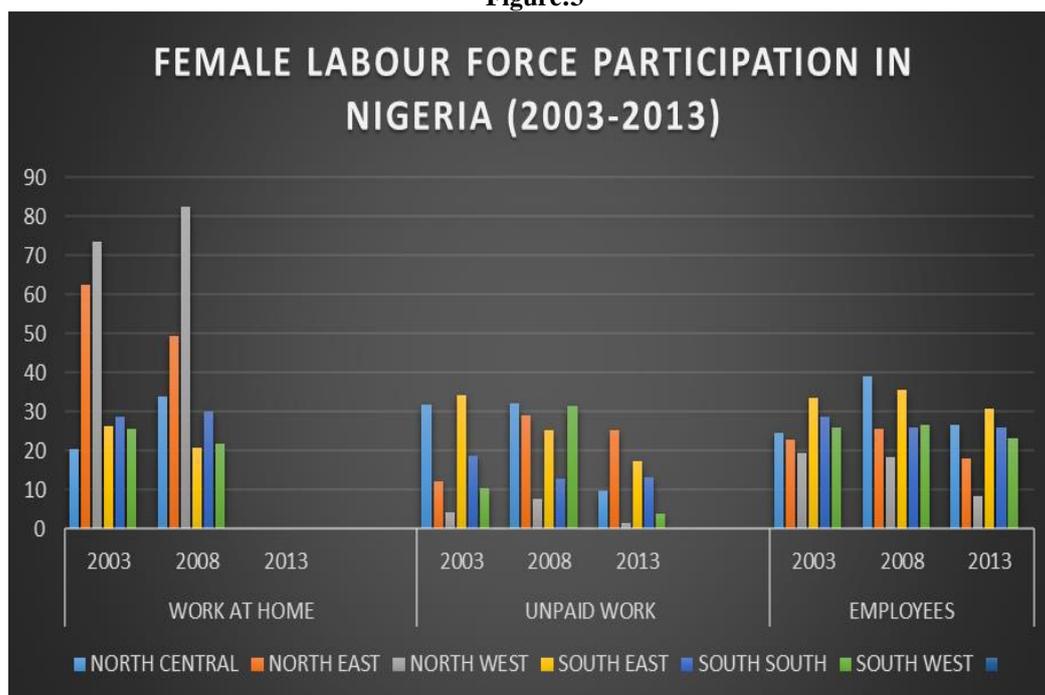
From the above figure 2 data report by National Bureau of Statistics shows the proportion of female and male in different sector in quarter 3 of 2017 in Nigeria, it also shows the working hours of the male and female in different sectors of the Nigerian economy. Agricultural sector proves that women are marginalized from the figure, women that worked 40hrs amount to 4,840,247 while the men 18, 108, 77 that's a very margin to contend. The adoption of Nigeria Sustainable Banking Principle (NSBP) was authorized by Nigerians Bankers Committee in 2012 to promote women economic empowerment. In 2016 it was reported by Enhancing Financial Innovation & Access (EFINA) that 42.7% or 21.4million of the female total population in Nigeria was exempted from the financial scheme which lead to increased loan rejection frequency for women in Nigeria. According to Bamisile (2006), he concur to the above through his findings, 65% of women were exempted from the formal financial institution.

The purpose of this research is not to underrate the men on their God given position in the family and society at large rather to look inward to the factors behind women declining the workforce in Nigerianlabour market. It seeks to recommend practical and effective solution that will append the government ongoing effort in abrogating inequality in the labour system. More fundamentally, it seeks to add to the existing research that will encourage women empowerment.

II. Review Of Existing Literature

There are different factors that affect female labour force participation in developing and developed countries. However Nigeria is not exempted as there is consistent decline in female labour force. Mazumdar Neetha (2011) observed that increase in female participation in education practically reduced the labour force participation between the ages of 15-25yrs. Another scholar Sudarshan et al (2009) opined that female reproduction roles, household responsibility, sanctions, patriarchal hierarches contribute to their empowerment.

Figure:3



Source: Computed from Nigeria Demographic and Health Survey 2003, 2008 & 2013 by Oluwagbemiga e tal 2016 African Journal of Reproductive Health (Special Edition); 20(3): 83

Anochie e tal (2015)states that the bedrock for transformation in women's economic activity outside the home is the transformation in their education. He further stated that women education attainment has solely affected

their employment participation and open access to higher skilled occupation that comes with greater wages. Women mostly major in minor courses during their college years which thereby affect their reward and competitiveness in labour market. World bank (1989) concurs and concluded that women who have lower levels of education are mainly in the informal sector of the labour market. A study by Ezra et al (2015), was basically on Nigerian women geographical variation (state level) they discovered that north-south women are in the likelihood of engaging in all year employment against not working while east- west were found more in seasonal or occasional jobs. The finding pointed out important factors which significantly associates with female employment includes age, educational qualifications, marital status, sex of household head and type of place of residence. In line with Ezra et al's (2015) and Babalola et al(2013) both observed that majority of Nigerian women in the informal sector are married women, they are involved in menial jobs due to their level of education or in most cases no education at all. The result shows that women with primary school certificate were most likely to engage in all year round or seasonal/occasional jobs instead of not working at all.

It is on record that Nigerian women contribute 80% of the agricultural sector and researcher has proved that rural women are more likely to work in the sector. There is a usually decline in this sector which is not manmade rather nature, namely crop cycle and weather conditions are the determinants. Irrespective of Nigerian women conspicuous contributions and laudable achievements in the sector, most women are denied access to these: land for farming, farming machineries, and finance and extension services. From previous studies it shows that below 5% of women in the agricultural sector has access to land, 4.5% for extension services, 3% for finance, the highest among the aforementioned is 23% access to farm machineries which is totally unacceptable and discouraging. Behram(1999) in his study blamed the absence of insurance markets that are to checkmate the effect of weather conditions, as this may steer up the zeal to seek other form of labour in other to sustain their families demand.

Scott (1992) applied a data from 1989 Integrated Household Survey (SIH) by National Statistical Institute of Bolivia (INE), the findings indicates that 44% of the sample of women in labour force participation in Bolivia works for remuneration. Yang (1992) embark on a research which discovered that education plays a paramount role in female labour participation. He further stated that if there is more educated women that they are likely to be employed and also participate in the labour market. The research sample used probit to estimate the female labour force participation in Costa Rica. From the findings it was predicted that the probability of female labour force participation for each attribute setting back other means is that high school graduates has highest probability of 54.2%. A woman who is in charge of household income has a higher probability with 34.1% in contrast to 22.7% of a woman who is not in charge. It further showed that the more children a women bears the less probable she will engage in the labour force, in other words the probability of married women to participate than single women is 17.7% is to 40.4%. To round up with the fact that rural women plausible participate in the labour market. Velez et al (1992) conducted a research using the data from 1988 National Household Survey conducted by the Statistics Administrative Department (DANE) in Columbia, the purpose of the study was to ascertain the component that sways the determination of women to participate in the labour force of Columbia. Probit model was applied in which the probability of female was analyzed on parental status, education, family size, age and other factors, it was recorded that the probability of female labour force participation increase in any educational level attained. The bigger the family sizes the probability that the woman will engage in work for wages but when relatively small the chances are slim.

Aromolaran(2004) applied linear probability regression on the labour force participation of married women in labour market, self-employment and wage market. He further measured the impact of education for men and women in a household and the result proved that men's education attainment has an influence over the women's participation in the labour force. Oladejo et al (2011) opinion was in the African context many years ago, that women do not go to outside work rather their work was basically within the home. When men go to work to farm for their daily living, the women do house chores; take care of the children, manually process food crops and farm produce at home. He further pointed out that female decline in labour force was attributed to cultural, religious and traditional aspect of the African culture where women are viewed as home keepers. According to Chaudhry et al (2009) investigated the feasibilities that drive women empowerment in Sothern Punjab district of Pakistan. Four indicators were used in establishing cumulative index for women empowerment they include personal autonomy, political autonomy, family decision and domestic economic decision. Finally the result shows that women empowerment in the labour force is dependent on the socio-cultural belief of the family and the responsibility of the women in the household. At this juncture, it is pertinent to look inwardly to the root cause of the decline in female labor force participation in Nigeria, a problem is said to be half solved when the attributes are defined, as this gives a true insight on how to deal with it.

III. Explication Of The Field Study

The research aim to ascertain the female declining force in labour participation of Nigeria. The study analyzed the components that impart the active participation of female ages 15-60 in the Nigerian work force. The field survey sampled 750 house hold, 2 states selected from 2 geopolitical zones of Nigeria North-Central (Nasarawa State) and South-East (Enugu State) respectively. From each geopolitical zone 3 urban towns and 3 rural areas were selected for the survey. The purpose of the wide spread was to capture reliable evident behind decline in female labour force participation in Nigeria. 50 respondent were selected from each Urban town in the study while 75 household were selected form each rural area in the context of the study. The number of respondent selected in the urban and rural area of the study belongs to different social group in proportion to the overall distribution of household in the study. The primary source of the survey collected data using questionnaires which captured skill training program, problems and constraints faced by women, educational qualification of women, ages of working women and marital status. The female respondents were adult who gave full consent to contribute to success of the research.

Table 1.
Percentage of Economically Active women by marital status in North-Central and South-East Nigeria

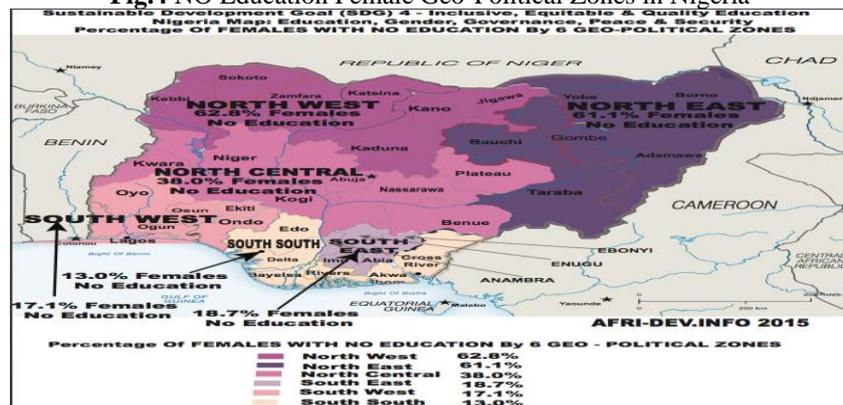
Characteristics		Single	Married	Widowed	Divorced/ Separated
Sample Size		201	423	86	37
Employment Status	Self-employment	14%	72%	79%	61%
	Regular/salaried worker,	65%	17%	10%	13%
	Causal/temp worker,	5%	2%	4%	7%
	Unpaid family worker	9%	4%	4%	1%
Relations to Head of Household	Spouse	0%	78%	0%	0%
	Daughter	92%	16%	15%	28%
Age	Average Age	25	35	50	39
	Minimum Age	15	18	22	20
Education	No education	7%	12%	33%	32%
	Primary	32%	61%	64%	58%
	Secondary	57%	22%	14%	23%
	Tertiary	2%	1%	0%	0%
Literacy	Can Read/ write	83%	76%	50%	59%
	Cannot Read/write	15%	19%	14%	15%
Technical/ Vocational Training	Yes	5%	8%	3%	6%
	No	85%	74%	90%	81%

Source: Field survey 2017

Table 1.Indicates that Nigerian women active working age is 15years and above. They take up regular, casual and unpaid jobs , due to the increase in the formal and agricultural sector most women engage in paid jobs more recently. From the table, more women engaged in employment when married, within the life cycle of women a young girl wishes to get married at the age of 24years or more. However, child rearing is a factor that contributes to the decline as most of the married women exits the labour force after child birth while few continues in the informal sector.

IV. What Role Does Education Play In The Context Of The Study?

Fig.4 NO Education Female Geo-Political Zones in Nigeria



Source: <http://www.afri-dev.info/>

The field survey North-central and South-East geopolitical zones of Nigeria stipulated that illiteracy was relatively high among the females in the rural and slightly low in the urban areas of the study. The findings also indicate that the female illiterate working have more jobs than the literate educated females. These illiterate mainly take up house assistance jobs, agriculture laborers, sale personnel and security jobs without proper wage just to keep the family running. In the table the active age of labour participation in Nigeria was captured 15years and above, and the level of their education was also put into consideration in the study. Findings shows that the average percentage of female graduate working in the area of the study South-East urban was 68.5%, rural 36.7% while North-central urban 39%, rural 32.6% (Table 2 & 3). The female illiterate can still make a change in the world of work if given access to schools, opportunities and accessibility, for the urban females they believe in getting a well-paid job after graduation. Better education with a higher degree has more positive chance of securing a good job and remuneration in the urban area. The indication shows that education plays a significant role in the determinant of labour force participation by women in Nigeria.

Table 2.

Major activity of females (15 years and above) by education level in North-Central Nigeria 2017

Education	working %		Household chores %	
	Urban	Rural	Urban	Rural
Illiterate	52.9	56.7	20.1	19.7
Primary & below	50.2	48.5	18.3	23.5
Secondary	38.6	25.7	12.0	14.7
Degree	39.0	32.6	22.3	16.6
Post graduate & above	40.3	29.8	17.2	13.8

Source: Field survey 2017

Table 3.

Major activity of females (15 years and above) by education level in South-East Nigeria 2017

Education	Working %		Household chores %	
	Urban	Rural	Urban	Rural
Illiterate	70.9	79.0	1.4	2.7
Primary & below	77.3	85.2	0.8	1.6
Secondary	64.3	63.8	3.5	7.8
Degree	68.5	36.7	0.3	0.0
Post graduate & above	56.8	46.8	0.0	0.0

Source: Field survey 2017

Table 4.

Constraints in getting higher education, vocational training or other technical training

Percentage out of 750 women respondent			
Constraints to higher education and skills/vocational training	Single	Married with children	Married with no children
No money	57	21	28
Unqualified Teachers/ environment	17	10	12
Parents/family belief	4	7	15
Location of schools	6	4	3
Security challenge	3	1	0
Not smart/ cannot understand	9	14	2
Language barrier	10	12	9
No time due to house chores	2	72	26
No time due to paid work	5	9	30
Lack of transportation	2	1	3
No interest in learning	9	5	12
None	38	2	20

Source: field survey 2017

1.1 What are the constraints in getting higher education, vocational training or other technical training?

Table 4 shows that the highest percentage of women for all groups most especially the singles do not have the finances for education and vocational training. House chores was one of the biggest challenge faced by married women especially those with small children while those without children are more interested in the

remuneration to support their families. These are factors that deterred them from education and vocational trainings. Parent/family beliefs constitute an overall percentage of 25% of the 3 categories as indicated in table 4, it also agrees with a research by Odaga (1995) who reported that most parent belief that formal/western education promotes values that are not acceptable to Islamic belief. The respondent agrees that unqualified teachers and conducive environment puts them away from accessing VTE, they further complained of outdated equipment which was used in the training. This survey concurs with Imarhigbe (1992) who affirmed that VTE Institutions in Nigeria are poor, his report pointed out the lack of equipment, infrastructure, lack of qualified instructors and unconducive learning environment.

1.2. What type of work does female engage in?

The determinant of type of work women engage in solely depends on location, the survey retrieved data basically on type of work, average days of works in a month, hours of work and the daily earnings. It was observed that there were differences in the wages though the job categories were the same. The men in the same job with the women earn higher, the women in the urban area earn higher than their counterparts in the rural areas, the South-east (Enugu) both the urban and rural women earn higher than North-Central (Nassarawa). The little they earn still contributes to the capital growth of the state and country at large. Women face the challenge of location in getting a suitable employment around their locality, this was confirmed during the survey and most especially for those that their family does not want to work outside. The disadvantage of taking up a job at their locality due to house chore is low wages; their employers take advantage of them knowing fully their challenges. During the survey about 20% female respondents from the North-central stated that their constant decline of employment in Agriculture was due to change in land use, the lands were sold to developers who used the land for other purpose. In Nigeria women has no legal right to own a land and this have limited them from investing their time, energy and resources. Overall 40% of the female respondent both in the North-Central and South-East rural area, complained about machinery that they are subdue to do work meant for machines, and it affects their health.

V. What Problems Do Women Face?

The study location captured the problem women in that locality face; it shows that most of the women are in charge of their family daily finances. Below are the findings:

1.1. Challenges faced by working women at home

It is clearly stated from the survey that most women working bear more burden in discharging their respective duties, they have the responsibility to wake early, prepare breakfast, get the children ready for school, tidy the house and also go to work outside the home. In African context, women still complete the house chores when they return from work without the help of the men. Most especially in Nigeria women are said to be owners of the kitchen and house chores thereby making men superior and treating the women as slaves. The study discovered that due to financial condition of the family the men grudgingly accept their women to work with a condition that they must work within their location. This has immensely affected the women choose of work and wages. The survey captured one quarter of household chores as their major constraint to labour force participation (Table 5) expatiate the problem women face at home.

Table 5
Challenges faced by working women at home

Challenges	North-Central		South- East	
	Urban (%)	Rural (%)	Urban (%)	Rural (%)
No problem	42.0	50.0	53.3	67.6
House Chores	22.8	9.3	26.2	16.5
Family not in support of female labour	12.6	21.1	0.0	0.0
Family does not support outside work	12.1	15.6	1.0	0.0
Others	10.5	4.0	21.4	15.9
Total	100	100	100	100

Source: Field Survey 2017

Table 6
Challenges at the work environment in both formal and informal sector

Challenges	% of women in North-Central		% of women in South-East	
	Urban	Rural	Urban	Rural
Sexual Harassment	38.0	17.5	45.2	23.4
Transportation/distance	4.0	42.8	10.0	30.0
Low Salaries	44.0	36.1	34.7	42.2

Longer working hours	40.7	32.3	22.3	16.7
Lack of skill training	8.9	1.4	5.5	9.6
No facilities at work	7.5	-	4.6	1.2

Source: Field Survey 2017

1.2. Challenges at the work environment

Within the circle of the research, women lamented bitterly that sexual harassment was seen as a norm. They are castigated, sidelined and excluded from their entitled benefits in their work environment most especially in the construction and agricultural sector. About one quarter of the women respondent noted sexual harassment, most of them succumb in order to retain their jobs and never talk about it due to the stigma that comes with it while some are sidelined due to their refusal to give in to the male demands. These made women victims of circumstances surrounding their employment; it is applicable to both formal and informal sector. They also face challenges of work critics their superiors are never satisfied with their work, low remuneration package which are incomparable with that of the men in this same level, Long hour and over time work without pay (Table 6). Superior positions are given to the men; women are never given the opportunity to lead in their respective work place this was indicated by respondent in urban area of the study. Female ability to lead is undermined thereby discouraging women with the capability and qualification from attaining their carriers in the workforce. Other noted challenges include sanitation, proper waste disposal, portable water mostly in the rural area; this contributes to health diseases which women are vulnerable.

1.3. Challenges outside the labour force

Women face challenges within and outside the labour force, the study captured lack of skill training as one of the constraints faced by rural and urban women of the study area. North-central area of the study was majorly deterred from the labour force participation due to skills. From table7 it shows that North-Central skill training was relatively low compared to South-East that has more participation rate, and it enable high employment rate in the area. It was recorded that Non-Governmental Organizations (NGO) as a service to humanity, were the organizers of most of the skill training in the North-Central. In both the urban and rural areas of the study, women motivations to pursue their dream jobs are melt down by lack of skills. Most of the women who acquired technical and vocational trainings are better of those who are shut out of the labour market.

Table 7.
Percentage of women that participated in skill training

Geo-political Zones	Urban	Rural
North-Central	11.4	4.9
South-East	28.6	22.2

Source: Field Survey 2017

VI. Conclusion And Recommendation

The survey has pointed out the factors that mitigate women in the labour force participation in Nigeria. The Federal Government of Nigeria (FGN) is fully in the know of these constraints. In the light of this I beckon on the FGN to immediately take necessary actions to tackle gender inequality in the labour force; these can be achieved by collaboration with some of the NGO's and International Agencies. The study indicates that decline in the female labour force was more significant in the rural than the urban areas, it is also affirmed that women head almost 31% of household both in the urban and rural area. They are the breadwinners their incomes are basically for the upkeep of the family. Below are some applicable recommendations.

1.1. Introducing Vocational and Technical Education at preliminary stage of schooling

Vocational and technical education (VTE) is very paramount in the labour force participation for both men and women, it should be taken seriously. Previous findings show that lack of vocational and technical training contributed to more percentage of female decline in the labour force participation of Nigeria. The decline in skill training was more in the northern Nigeria as much of the female can neither read nor write. VTE succor to women building their carrier at early age, this contribute immensely to the economic growth of the country. The acquired skills will propel women, without waiting for white collar job or already made jobs rather it motivates them to create jobs for themselves and also become an employer of labour. Surveys indicates that low percentage of secondary school female engage in skill training and also few schools offer such opportunities in Nigeria. However, it will be pertinent for VTE to be instigated in primary and secondary schools; it should be included in the curriculum and made compulsory for active participation. For effectiveness of this policy the parent should be re-educated for their support is paramount on the need for VTE valued occupation. United Nation Educational Scientific and Cultural Organization (UNESCO) advised that training and vocational education improves the economic opportunities for the young generation in the global market. The National Board for Technical Education (NBTE) should be revitalized to take up the challenge to gain its image back and

disseminate the awareness of VTE thereby alerting Federal government of Nigeria (FGN) to its responsibilities of proper funding. There is no doubt that the government invest heavily in education through Universal Basic Education (UBE) Act, but more attention should be given to VTE as this will give our women the skills to compete in the global market.

1.2 Women Empowerment

Women empowerment can be encouraged in some many ways, the most important is by curbing the challenges that mitigate women's motivation to labour such as household responsibilities, job security, social obligation, Religious/traditional norms and working conditions. The aforementioned has contributed to women decline in labour force participation; due to lack of empowerment women are collectively lured into acquiring inimical work conditions that will not improve their productivity. Data from NBS indicate that 50% of Nigerian women are underemployed which contributes to their hardship and low wages. There are lots of women societies and programs that will help eliminate the primitive hardship women experiences in Nigeria. Though most of these organization are individual owned but can be sponsored by the FGN to empower women through raising their participation in labour, politics, funding. Such organizations include FIN Female in Nigeria an initiative by Lola Omolola, it has over 1million member in online community and the group is official recognized by social media Facebook. Is a forum that gives women the voice to express the intricacies of their struggles. KIND Kudirat Initiative for democracy was founded by Hafsat Abiola-Castello, the Initiative is basically for young women. It promotes leadership development aim to end women's public participation constraints and women violence in Nigeria. She Leads Africa founded by Yasmin Belo-Osagie and Afua Osei, is one of its kind, the foundation initiates empowerment for women entrepreneur. They organize training for leadershipgrowth, commerce and innovation. This program gives women the opportunity to contest for cash award of \$15,000 which includes media features and engagement with top investors. These are few notable organizations that the FGN can collaborate with to achieve the eradication of low labour force participation by women in Nigeria.

1.3 Growing Informal Jobs

It was discovered from findings that the informal economy of Nigeria has a rise to 7.61trillion Naira (\$48.2bn) recently. Women play a major role in these sectors, in agriculture and laborers jobs, due to low recognition of the sector the women still live in abject poverty despite their contribution to the growth of Nigerian economy. FGN should recognize the sector and place them into local economic development, in that way there working conditions will change as well as their wages. If this is made available, more females will join the informal labour force after their education in the future.

1.4 Breaking Religious, Gender and Traditional norms

Females should be sensitized from an early stage, in other to remove the mindset that women are the weaker sex. This should be part of the school curriculum where they will inculcate the role of women in the society and also teach the younger boys gender equality and how they should treat a woman. Most especially the northern Nigeria that sees a girl child education as a waste of resources and restrictions of their women from labour force participation. FGN with the assistance of the religious and traditional rulers to promote, advocate and sanitize the men and family members on the need for abolishment of most of the norms that put women in abject poverty. It is rightly said that education is the basic for a woman to succeed in life, get involved in household finances and contribute to economic growth.

1.5 Generalizing Secondary Education completion for girls

Previous studies from World Bank shows that 4% North zones from a poor background can read and write while 99% of young women who came from a rich background in south zones can read and write. The rate of girls drop out between primary and junior secondary school is on the rise, FGN should collaborate with other development partners to extend free education and access to scholarship up to secondary school level in other to assist those that cannot afford education. Continuously training for teachers and schools should be checkmated periodically in other to improve the quality of education. There is an adage "catch them young", when a girl child is educated she tends to contribute both to the formal and informal labour force, earn higher wages that can sustain her family and also contribute to her children's development when she is married. School re-entry initiative for girls who dropped out of school for one reason or the other should be put into laws and policies for implementation and sustainability. Especially in northern Nigeria were education is seen as a western culture, formal basic education should be integrated into non-formal Islamic education (Islamiya) in other to get the female Muslims to be educated. FGN should re- strategize on advocacy and sensitization of the importance of girls education, most especially in the rural arrears of the country. Implementation of the gender policy for basic education which is already in the constitution, Universal Basic Education (UBE) act, National Policy on Education etc., as these will promote high level of girl's retention and completion of basic education in Nigeria.

According to report by the Federal Ministry of Education (FME) in collaboration with International organization, state ministries and departments has plans to roll out 5years strategy plans that will develop gender and basic education in Nigeria, the sustainability of the program will be oversee by the Universal Basic Education (UBE) division and the department of planning, research and statistics (DPRS) of the FME.

1.6 Child rearing, Social Service for women in formal sector

Social service delivery should be considered in other to get the best services from working mothers. Nigeria can adopt the 6months maternity leave from India, this one of the constraints that discourages women from continuing their work after child birth as well as their spouse who practically stops them from work due to lack of time for child rearing. Provision of transport with protection assertive, child care facilities in work environment, this will aid more concentration for women in discharging their duties at work. Single women low cost housing in a location conducive and close to their work place is pertinent. In social welfare policies implementation, the FGN should be prudent and pragmatic for women to get their due share. The Federal Ministry of Women Affairs and Social Development has the objective to promote women's equal right and corresponding responsibilities, they need to review and fast track these challenges that restrict women from the work force and provide a substantive and procedural laws that will curb the decline in the labour force.

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Nzenwatachisom Beauty "Decline In Female Labour Force Participation In Nigeria: The Missing Link "IOSR Journal of Business and Management (IOSR-JBM) 20.11 (2018): 18-27.