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Strategic Approach to Gender Issues in Enugu State Civil Service

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Abstract

This paper examined the issue of gender mainstreaming in our society with special focus on strategic approach to gender issues in Enugu State Civil service. This study was carried out in Enugu State secretariat where the majority of the State ministries are located. Eight research questions were formulated. The main objective of the study was to ascertain the level of application of gender mainstreaming in Enugu State Civil service. Survey design was employed and population of 12,560 civil servants was used. A sample of 400 respondents was drawn through probability sampling method by cluster, stratified and simple random techniques. The data were analyzed by the use of frequency tables and simple percentages. Findings indicated that the extent of gender mainstreaming in the study area was too low; unequal distribution of position, power and privileges exist between men and women; women occupy very low status; while men occupy high status the relation of production between men and women was complementary and supplementary relation and that sexism, patriarchy, poor mainstreaming and gender discrimination are factors responsible for the women's low status; low productivity, non- cordial relationship and poor utilization of women's potentials were the effects of poor gender mainstreaming and that the solution to the poor gender mainstreaming include elimination of gender stratification, appropriate training in gender analysis etc; serious involvement of men in gender and development work, adequate synergy between women and men etc were recommended

Keywords: Gender issues; Gender mainstreaming; High productivity; Strategic approach.

Introduction

In the past, violent protests of African women called for a rethinking but have not brought a lasting solution to the social problem of their marginalization (Madu, 2015). The Aba women's riot of 1929 popularly known as women's war (Uchendu, 1995; Onwubiko, 1991) against their marginalization and their demand for rights and dignity within the cultural context, led to social destruction and nearly brought down the oppressive colonial regime, but the problem has persisted till today according to Madu (2015). A non-violent action which brings the parties (Men and women) together for dialogue would bring a better and lasting change. This is the strategy known as gender mainstreaming. Patriarchy which is the dominance of men in decision – making and governance are common across all the Igbo groupings. In order to improve efforts to consolidate democratic governance and establish the foundations for socio-economic development in

contemporary Nigeria, it is necessary to redress this gender inequality through gender mainstreaming by the application of strategic approaches. Gender mainstreaming was established as a major global strategy for the promotion of gender inequality. This strategy was fashioned out for global economic, social, political, cultural development. It was first introduced in the Beijing, China platform for action in 1995 during the United Nations 4th world conference in Beijing, china. Gender mainstreaming in all facets of governance, economy and societal development is very important and desirable because of its discovered advantages.

Mainstreaming gender therefore, entails bringing the perceptions, experiences, knowledge and interests of women as well as men to bear on policy-making, planning and decision – making. Mainstreaming is a process rather than a goal in itself, and attempts to bring what can been seen as necessary marginal or peripheral into the core business and key decision – making within an organization. Igbo societies are communal in nature and individuals are subject to collective values, norms and practices. The Igbo community effectively owns the decision – making process as a whole. Enugu is in Igbo nation and as such should employ different strategies and processes such as gender mainstreaming to ensure democratic governance, economic productivity and national development. Given the gender discrimination in Igbo land, one can question the validity of "EgbeBelu, Ugo Belu" (live and let others live) which is the popular Igbo concept of justice that offers a strong traditional argument for gender equality and equity. In other words, the equal respect demanded of a woman towards a man is not demanded of a man towards a woman.

Umoren (2005) notes that:

> *on the basis of gender inequality, Nigeria cultures, with few isolated exceptions, generally deny women the right to participate in decision – making and leadership' ...the right to hold an opinion, the right to a higher promotion. Nigeria feminists claim that gender discrimination is not simply confined to traditional institutions, but is widespread. As in most nations, Nigeria has a body of laws, which regulate and govern various aspects of both public and private life…….. However, the manner in which such laws are interpreted and applied is often inconsistent and varies based on subjective considerations, particularly in cases when women seek redress for their violations.*

Gender sensitive research starts from the premise that women just as much as men are essential contributors to good governance and sustainable development. Miller and Razavi (1998) attest that such research places the complex experiences of women and men at the centre of analysis and the re-conceptualization and re-examination of issues gendered in work places. Human behaviour is influenced and shaped by social forces and personal characteristics. Work behaviour is a social behaviour.

To understand gender related issues one has to build a joint construct of individual agents and their social cultural context (Kashyap in Dastidar, 2012). According to Kashyap (ibid: 47) women work longer hours and their work is more arduous than men's. Still, men report that women like children eat and do nothing. Women work is rarely recognized. Many maintain that women's economic dependence on men impacts their power within the family. With increased participation in good income – earning activities through gender mainstreaming in Enugu State Civil Service; not only will there be more income for the family, but gender inequality should be reduced. In every part of the world, women's roles and positions in the society is prescribed. One of the key aspects of every culture is the way it defines gender roles. Almost, women are assigned to roles that are, subservient to those of men (Dastidar, 2012). Gender refers to the attributes associated with being male and female. Gender is a socially constructed roles assigned to men and women on the basis of culture not nature. It is nurture – determined not nature determined (Aroh, 2014). Rather than being biologically determined, gender is a set of learned behaviour, shaped by expectations that stem from the idea that certain qualities, behaviour, characteristics, needs and roles are "natural" and desirable for men, while others are "natural" and desirable for women.

Gender is a critical element of power and inequality. women's gender roles are generally accorded less political, economic, social and cultural value than those of men (Dastidar, 2012).The concept of gender equality is conceptualized from a right based approach that all human beings are free to develop their personal abilities and make choices without limitations set by stringent gender roles (Kabonesea, 2005) Gender equality does not mean that women and men will become the same but that women's rights and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality is therefore, the equal valuing by society of the similarities and the differences of men and women, and the roles they play. Equality is understood to include both formal and substantive equality, not merely simple equality to men. This shows that men and women are both complementary and supplementary (Emily, 2006).

Gender equity on the other hands, is the justice and fairness in treatment and recognition of the potential and access to opportunities for both females and males. It refers to fairness and justice in the allocation of resources, benefits, positions and services to both men and women without bias (Aroh, 2017). Gender equity strategies are used to eventually gain gender equality.

Therefore, gender equity is the means while gender equality is the result of gender mainstreaming. Gender mainstreaming refers to a process that is goal-oriented. It involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities such as policy development, research, advocacy/dialogue, legislation, resource allocation, planning, implementation and monitoring of programmes and projects. Ensuring the involvement of women and men has recently become a desirable strategy at work places because of the obvious and discovered advantages. However, the Nigeria millennium Development Goal 2005 Report shows that less attention is being paid to gender mainstreaming in the country (Madu, 2015). This supports the finding in this research of low extent of application of gender mainstreaming. The idea of gender mainstreaming came from the feminist movement's initiatives and efforts to effectively address inequalities in the society in a sustainable manner for individual and collective development. Gender mainstreaming should start at the policy level and feed into all the programmes and activities in every social organization such as in the Enugu State Civil Service.

Literature Review

According to Macionis (2002) back in 1900, just one-fifth of women were in labour force. In 2000, 60 percent of women worked for income, and three – fourths of working women did so on full time. The traditional view that earning an income is exclusively a man's role is no longer true (Macionis, ibid).The factors that changed most nations labour force included the decline of farming, the growth of cities, a shrinking family size, a rising divorce rate. Thus most nations considered women working for income to be the rule rather than the exception. While the shares of women and men in the labour force have been converging, the work they do remains different. The U.S Department of Labour (2001) reports that nearly half of working women have one or just two job types. This report appears to be true in Enugu State Civil Service. The administrative support work has the majority of working women, most of whom are secretaries or other office workers. These are often called" pink – collar" job because the highest percentage of working women

occuping the positions. Another high percentage of employed women perform service work. Most of these jobs are in child care, health care, food service according to U.S Department of labour (ibid). Overall, although more women now work for pay, they remain segregated in the labour force, in jobs at low end of pay scale, with limited opportunities for advancements and usually supervised by men (Charles,1992).Men dominate most other job categories, including the building trades, where 99 percent of brick and stones masons and heavy – equipment mechanics are men. Likewise, 90 percent of engineers, 72 percent of physician, 70 percent of judges and lawyers, and 55 percent of corporate managers are men. At the top of the business world, men hold 94 percent of senior management jobs in this country. Just six of the largest U.S corporations have only one woman as their chief executive officer (Catalyst, 2001).

In Nigeria, very few offices are headed by women and where they are headed, they are still answerable to one man or the other on the top, be it in politics, economy, education etc. Almost all the Enugu State ministries are headed by male commissioners with a few exceptions such as ministries of gender affairs and women Development, culture and Tourism. Almost all the permanent secretaries of the ministries are males. Down to Heads of Department, Directors, and Deputy Director, men occupy majority of these high offices. Most sociologists believe that gender is a social construct that can be changed. Just because no society has yet eliminated patriarchy does not mean that we must stay prisoners of the past (Macionis, 2002). Macionis (ibid) states that to understand the persistence of patriarchy, we need to examine how gender is rooted and reproduced in society a process that begins in childhood and continues throughout our lives. Gender stratification in the workplace is easy to see according to U.S Department of labour, (ibid:123). It states that female nurses assist male physicians, female secretaries serve male executives, and female flight attendants are under the command of male airline pilots. Moreover, in any field, the greater a job's income and prestige, the more likely it is held by a man. This supports the finding in this study that majority of working women in Enugu State civil service occupy low statues.

According to U.S Department of labour (ibid) women represent 98 percent of kindergarten teachers, 83 percent of elementary school teachers, 58 percent of secondary school educators, 42 percent of profession in colleges and universities, and 16 percent of heads of colleges and universities. Although, women make up an increasing proportion of the labour force, they are not equally represented throughout the occupational structure. There is both horizontal and vertical

Segregation in men's and women's jobs (Haralambos and Holborn, 2013). According to Haralambos and Holborn, (2013) Horizontal Segregation refers to the extent to which men and women in different jobs. Vertical Segregation refers to the extent to which men have higher – status and higher – paid jobs than women. A way to examine horizontal Segregation is to look at employment figures by occupation type. This also gives some indication of vertical Segregation because some types of occupation tend to be higher – status and better paid than others. Figures from the labour Force Survey (2012), show that women predominate in sectors such as health and social work, education, hotels and restaurants, while men predominate in construction, transport, storage and communication, and manufacturing, Haralambos and Holborn (ibid) hold that women face a number of disadvantages in paid work due to the following:

a. They tend to be paid less than men

b. They are more likely to be in part-time work.

c. They tend to be concentrated in the lower reaches of the occupations in which they work.

d. They tend to do particular types of jobs, usually those with low status.

Some explanations for these inequalities argue that gender inequalities in earnings are justified by the characteristics, behaviour or choices of women, while others see the structure of the labour market, or the patriarchal nature of the society as responsible. However, one remarkable challenge to male domination in work place comes from women who are entrepreneurs according to Macionis (ibid). Women now own more than nine (9) million small businesses – double the number a decade ago and more than one- third of the total. Although the majority of these businesses are one – person operations, women have shown that they can make opportunities for themselves apart from large, male dominated companies and ministries. This indicates that if gender is mainstreamed in work places like Enugu State civil service, women would tend to be more productive and valuable than men which will lead to good governance, robust economy and other social development. It has been noticed that the disadvantaged life of a woman starts at birth when every one is disappointed that the baby is not a boy (Joss, 1990), Women suffer cultural and policy biases which under value their contribution to development and prevent them from increasing the productivity of their labour as a work force. They face the same problems as men while having to carry out the full burden of household management and production (Excluding reproduction) from which they get little support (Sangiga, 1995).

There has always been a strong link between patriarchy and prevalence of social inequalities, where the women have been relegated to a subordinated position in both private and public organizations (Dastidar, 2012). Gender mainstreaming is an obvious answer to this prevalent of social inequalities. Gender mainstreaming is a process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (Reddy, 2006). Mainstreaming strategy situates gender equality issues at the centre of analysis and policy decisions, medium-term plans, programmes, budgets, and institutional structures and processes. While mainstreaming is clearly essential for securing human rights and social justice for women as well as men, it also increasingly recognizes that incorporating gender perspectives in different areas of development ensures the effective achievement of other social and economic goals. Mainstreaming can reveal a need for changes in goals, strategies and action to ensure that both women and men can influence, participate in and benefit from development processes. This may lead to changes in organization structures, procedures and cultures to create organizational environments which are conducive to the promotion of gender equality (UNO, 2000) United Nations (2000) states that it is critical to note that the strategy of gender mainstreaming does not in any way preclude the need for specific targeted interventions to address women's empowerment and gender equality. What is needed is a dual strategy – gender mainstreaming complemented with inputs designed to address specific gaps or problems faced in the promotion of gender equality.

Gender mainstreaming is a development approach aimed at bringing into account all interests, concerns, perceptions, experiences, knowledge and all manifest and latent potentials of both men and women in an organization for equality and maximum outputs (Aroh, 2017). It is considered necessary to integrate mainstream gender issues within the work of all government Departments as Departments and clusters play an important role in determining the rational for the allocation of resources, capacity utilization, development planning and service delivery improvement. As the Nigeria public and private sectors shift towards results – based programming, this study is a strategic means to incorporate the integration of gender perspectives into government's national programme of Action. This, thus advocates that integrating gender

considerations in the national plan of action and the government wide results – based system are mutually reinforcing processes. Reddy, (ibid) holds that the ultimate goals of the public service effort to mainstream and integrate gender are to strengthen the Departments, ability to create the conditions for women and men to enjoy the benefits of the right to development. It includes both women and men in the public sectors as policy beneficiaries and implementers.

Reddy states that, from this goal, the public service derives the following sector wide objectives for its gender mainstreaming approach:

1. Analytical reports and recommendations on policy and operational issues within each line function area of responsibility that should take gender differences and disparities fully into account with policy and strategy analysis approaches.

2. Ensure that gender differences and equality are among the factors considered in assessing trends, problems and possible policy out comes.

3. Specific Departmental strategies should be formulated for gender mainstreaming.

4. Ensure systematic use of gender analysis, sex-desegregation for data, and where appropriate, commissioning sector – specific gender studies and surveys.

5. Medium term plans and budgets should be prepared in such a manner that gender perspectives and gender equality issues are explicit.

6. Procedures and work processes should give attention to gender equality issues at critical decision making, steps of normal work routine, such as those related to preparing parliamentary documentation, establishing expert groups, commission, research planning, technical assistance activities. Managers should take an active role in proving guidance for staff about the objectives and responsibilities of gender mainstreaming, and create a supportive environment for staff to explore issues of gender equality.

Therefore, against the foregoing, for good governance, sustainable economic and social development to take their rightful positions in contemporary Nigeria societies, strategic approach to gender issues by mainstreaming gender should be holistically embraced.

Theoretical Analysis:

Three relevant theories were reviewed and the study was anchored on one of them. The theories were structural – functionalism, human capital theory and feminism of which feminism was used as the framework. The structural – functional theory views society as a complex system

of many separate but integrated parts. From this point of view, gender serves as a means to organized social life. Parsons (1954), a structural functionalist in his "*gender and complementarity*" observed that gender helps integrate society. Gender according to him forms a complementary set of roles that link women and men into family units for carrying out various important tasks. Women take primary responsibility for managing the household and raising children and girls are socialized into those "*expressive*" qualities like emotional responsiveness and sensitivity to others. Men connect the family to the larger world as they participate in the labour force and boys who are presumed to be destined for labour force are socialized to be "*instrumental*" such as rational, self – assured, and competitive. This theory emphasizes the objective of this study that seeks to ascertain the relation of production between men and women in the state civil service which was found to be complementary and supplementary, an aspect of mainstreaming gender.

Human capital theory which is advocated by some economists, argues that women's lack of commitment to paid employment is the cause of the disadvantages they suffer in the labour market. Women often choose to take career breaks or to work part – time because they wish to combine work with raising a family. Since they are likely to abandon or interrupt their careers at early age, women have less incentive to invest their time in undertaking lengthy programmes or training or education. They are therefore, of less value to employers than their more highly trained and more skilled male counterparts. On average, women will have less experience in their jobs than men because they are less likely than men to be in continuous employment. This makes it difficult for women to be promoted to higher – status and better – paid job. Women are paid less than men because they are worthless to the employer. Their lack of training, qualifications and experience, which all result from the demands of child care, creates disadvantages for them in the labour market. Anne witz (1993) criticized this theory by arguing that even when women do work continuously without taking career breaks, they still tend to end up in the lower – paid and lower – status jobs because of patriarchal nature of job settings. Kashyap (2012) has also argued that women work longer hours and their work is more arduous than men. Still, men report that women like children eat and do nothing and this is because of inequality in the workplaces.

Feminism is the advocacy of social equality for men and women, in opposition to patriarchy and sexism. Although feminists agree on the importance of gender equality, they disagree on how to achieve it whether through liberal feminism, socialist feminism or radical

feminism. Radical feminism blames the exploitation of women on men. To a radical feminist, it is primarily men who have benefited from the subordination of women. Radical feminists see society as patriarchal in which men dominate and rule the women.

According to Valerie Bryson (1999) radical feminists see women as an oppressed group who had to struggle for their own liberation against their oppressors- that is, against men. Pamela abbot, Claire Wallace and Melissa Tyler (2005) argue that radical feminism is concerned with women's rights rather than gender equality. Marxist and socialist feminism do not attribute women's exploitation entirely to men. They see capitalism rather than patriarchy as being the principle source of women's oppression, and capitalists as the main beneficiaries. Marxist and socialist feminism share much in common. They believe that women in paid employment are in disadvantaged positions as a consequence of the emergence of private property and their lack of ownership of the means or production, which in turn, deprives them of power. Marxist feminism share the desire for revolutionary change with radical feminism in order for gender inequality to disappear.

Liberal feminism enjoys probably greater popular support than other perspectives (Haralambos. and Holborn, ibid; 106). This is largely because, its aims are more moderate and its views pose less of a challenge to existing values. Liberal feminists aim for gradual change in the political, economic, and social systems. To the liberal feminist, nobody benefits from existing gender inequalities; both men and women are harmed because, the potentials of females and male alike are suppressed. For example, many women with the potential to be successful and skilled members of the workforce do not get the opportunity to develop their talents to the full, while men are denied some of the pleasures of having a close relationship with their children. The explanation of this situation, according to liberal feminists, lie not so much in the structures and institutions of society, but in its culture and the attitude of individuals. Socialization in to gender roles has the consequence of producing rigid and inflexible expectations of men and women. Discrimination which is a product of culture and rigid gender roles prevents women from having equal opportunities. The creation of equal opportunities especially in education and work is the main interest of liberal feminists. They pursue this aim through the introduction of legislation and by attempting to change attitude. They do not seek revolutionary changes in the society rather they want reforms that take place within the existing social structure. They work through democratic system since they believe that existing gendering qualities benefit nobody and are particularly

harmful to women. Liberal feminists are willing to work with a any members of society who support their beliefs and aims

Abbott et al (2005) believe that liberal feminism is a modernist theory because of its emphasis on human progress thought rational though, its belief that a just society can be planned and its belief in emancipation. It stresses the right of individual and is based on the assumption that men and women are very similar to one another because of their shaped humanity.

Liberal feminism seems to have more impact than any other feminist perspective in improving women's lives. Walby (2011) argues that to some extent, gender mainstreaming has taken place through liberal feminism. This is a process according to her in which feminist project are becoming embedded in institutions of civil society and the state and are being placed on the mainstream agenda of government. While some feminist see gender mainstreaming according to Haralambos and Halborn, (ibid; 107) as a threat to the independence of feminism and believe that there is a danger that it can lead to feminist demands being watered down, wallaby believes that it can sometimes be an effective strategy for development.

This study was anchored on liberal feminism. Walby (2011) even not a liberal feminist has suggested that liberal feminists have achieved a great deal by working within existing organizations and structures, championing the course of women through the process of gender mainstreaming. Liberal feminists according to her have been able to utilize the idea of human right for example to achieve significant improvements for women working through organizations such as the United Nations. The ideology, aims and approach of liberal feminist perspective in issues concerning both men and women made it best suited for the study. This theoretical view point needs to be adopted for issues relating to inequalities both in public and private organization like Enugu State civil service.

Method

This survey study was carried out at Enugu state secretariat where the majority of states ministries are located. It was conducted during the First quarter of 2019 calendar year. The study was to ascertain the level of application of gender mainstreaming in Enugu state civil service in order to achieve gender equality and high productivity among the female and male workers of the work place. Eight (8) research questions were formulated to guide the study and they include-

1. To what extent is gender mainstreaming approach applied in Enugu Civil Service?

2.   Who benefits most when mainstreaming is applied in Enugu Civil Service?

3.   What is the nature of gender stratification in Enugu Civil Service?

4.   What status do men and women occupy in Enugu Civil Service?

5.   What are the factors responsible for such status of men and women in Enugu Civil Service?

6.   What is the nature of relation of production between men and women in Enugu Civil Service?

7.   What are the effects of poor gender mainstreaming in Enugu Civil Service?

8.   What are the solutions to the problem of gender mainstreaming in Enugu Civil Service?

The following specific objectives were also examined in order to find out if the purpose or intention of the study in the problem identified was accomplished.

1.   To ascertain the level of application of mainstreaming in Enugu state civil service

2.   To examine who benefits most when gender mainstreaming is applied in Enugu Civil Service?

3.   To ascertain the nature of gender stratification in Enugu Civil Service?

4.   To ascertain the status of men and women in Enugu Civil Service?

5.   To examine the factors responsible for such status in Enugu Civil Service?

6.   To ascertain the relation of production between men and women in Enugu Civil Service?

7.   To ascertain the effects of poor gender mainstreaming in Enugu Civil Service?

8.   To proffer solutions to the problems identified

A population of 12,650 from the 29 ministries in Enugu state were used and a sample size of 400 respondents were drawn by probability sample technique of cluster, stratified and simple random. The 29 ministries were clustered into 5 clusters as follows-

Cluster I. Ministry of agriculture

Cluster 2. Ministry of education

Cluster 3. Ministry of gender affairs and social development

Cluster 4. Ministry of Health

Cluster 5. Ministry of labour and productivity

Each cluster contained 5 ministries making it 25 ministries contained in the cluster while applying simple random method in determining which ministry was to be selected having given

every ministry the chances of being selected. The workers were then stratified on the basis of sex and rank, and 80 respondents were simple randomly selected from each cluster accordingly and resulted in the 400 respondents. The distribution is as follows:- the 40 males were on level 4-7 while 142females were on the same level; 86 males were on the level 8 – 12 while 54 females were on that level.66 males were on level 13 and above while 12 females were on the level. Totaling 192 males and 208 females. Questionnaire was the only instrument used for data collection and the 400 copies of the instrument were personally administered during office hours. 380 copies of the questionnaire were collated while 20 copies were not collated due to technical errors and misplacement by the respondents. The data were presented and analyzed by the use of frequency table and simple percentage.

Analysis of Data

The personal characteristics of the respondents and the research questions were presented in tables, analyzed and findings shown as follows:

Table 1: Sex distribution of Respondents

Sex	Frequency	Percentage
Male	188	49:5
Female	192	50:5
Total	380	100

Sources: Researchers' field work, 2019

Table 1 indicated that there were 188 males representing (49.5%) and 192 females representing (50.5%) that returned their copies of questionnaire out of 400 respondents sampled. The table showed that there were more female than male respondents, indicating that there may be more female workers than males in Enugu State civil service.

Table 2: Rank distribution of respondents

Rank/level	Sex	Frequency	Percentage	Sex	Frequency	Percentage
4-7	Male	40	21.0	Female	134	69.7
8 – 12	-	84	44.5	-	48	25.1
13 and above	-	64	34.5	-	10	5.2
Total	-	188	100	-	192	100

Source: Researcher' field work, 2019

Table 2 indicated that there were 40 males (21.0%) on level 4 – 7 grade while females were 134 (69.7%), 84 males (44.5%) were on grade level 8 – 12 while females on the grade were 48

(25.1%) and 64 males (34.5%) were on grade level 13 and above while 10 females (5.2%) were on the grade level. The table showed that the higher the grade level, the more the males, and the higher the grade level the lesser the females while the lower the grade level, the lesser the males and the lower the grade level, the more the females. This indicated more men in the high positions and more women in the lower positions. This supports the literature that women occupy low positions and are paid less in their workplace (Umoren, 2005; Haralambos & Holborn, 2013).

Tables 3: Extents of application of gender mainstreaming strategy in Enugu State Civil Services.

Variables	Frequency	Percentage
Higher extent	60	15.8
Moderate extent	80	21.0
Lower extent	240	63.2
Total	380	100

Source: Researchers' field work, 2019.

Table 3 indicated that 60 (15.8%) respondents were of the view that the extent of application of gender mainstreaming strategy in Enugu State civil service was high, 80 respondents' view was moderate while 240 (63.2%) respondents' view was low.

The table indicated that there was low application of gender mainstreaming approach in the workplace, following 240 respondents' view as against 60 and 80 respondents respectively. This supports the literature of Nigeria millennium Development Goal 2005 Report that less attention is paid to the approach (Madu, 2015).

Table 4: Beneficiaries of gender mainstreaming when applied in Enugu Civil Service

Variables	Frequency	Percentage
Women	120	31.6
Men	105	27.6
Society	155	40.8
Total	380	100

Source: Researchers' field work, 2019.

The above table showed that 120 (31.6%) respondents were of the view that gender mainstreaming benefits women, 105 (27.6%) and 155 (40.8%) respondents were of the men and society respectively. There is indication here that gender mainstreaming strategy will benefit women, men

and society at large supporting the literature (UNO, 2000, Aroh, 2017; Tallcott parsons, 1954; Abbott et al, 2005; Walby, 2011; Reddy, 2006).

Table 5: Nature of gender Stratification in Enugu State Civil Service.

Variables	Frequency	Percentage
Unequal position between men and women	50	13.2
Unequal power between men and women	65	17.1
Unequal privileges between men and women	40	10.5
All of the above	225	59.2
Total	380	100

Source: Researchers' field work, 2019.

The above table showed that the respondents views about the nature of gender stratification in the study area were as follows: 50 (13.2%) for unequal positions between men and women 65 (17.1%) for unequal power, 40 (10.5%) for unequal privileges and 225 (59:2%) for all the above. This shows that there were clear unequal distribution of positions, power and privileges of positions, power and privileges between men and women in Enugu State Civil Service. This supports the literature from (US. Department of labour, 2001, Charles, 1992; Catalyst, 2001; Haralambos & Halborn, 2013.

Table 6: Status occupied by men and women in EnuguState Civil Service

Variable	Sex	Frequency	Percentage	Sex	Frequency	Percentage
High status	Male	320	84.2	Female	85	22.4
Low status		60	15.8		295	77.6
Total		380	100		380	100

Source: Researchers' field work, 2019.

Table 6 indicated that 320 (84.2%) were of the opinion that men occupied high status while 85 (22.4%) respondents opined that women occupied high status, 60 (15.8%) respondents view was that men occupied low status while 295 (77.6%) respondents were of the view that women occupied low status in the study area.The above table indicated that men occupied high status while women occupied low status in Enugu State Civil Service.This aligned itself to the findings in table 2 of this study. This also supports the previous literature from (Labour Force Survey, 2012; US Department of Labour, 2001; Haralambos & Holborn, 2013).

Table 7: Nature of relation of production between men and women in Enugu State Civil Service

Variables	Frequency	Percentage
Hostile	60	15.8
Timid	80	21.0
Complementary and Supplementary	240	63.2
Total	380	100

Source: Researchers' field work, 2019.

The above table showed that 60 (15.8%) respondents were of the view that the relation of production in the study area between men and women was Hostile, 80 (21.2%) answered that it was timid while 240 (63.2) answered that it was complementary and supplementary. The above table indicated that the nature of relation of production in the area was complementary and supplementary. This supports the view of Emily, 2006; Parsons, 1954, and Walby, 2011.

Table 8: Factors responsible for the status of men and women in Enugu State Civil Service.

Variables	Frequency	Percentage
Patriarchy	80	21.0
Sexism	60	15.8
Poor gender mainstreaming	80	21.0
All of the above	160	42.2
Total	380	100

Source: Researchers' field work, 2019.

Table 8 indicated that 80 (21.0%) respondents were of the view that patriarchy was the factor responsible for high status of men and low status of women in the study area; Sexism was the factor according to 60 (15.8%), 80 (21.0%) respondents were of the opinion that poor gender mainstreaming was the factor while 160 (42.2%) respondents held that all the stated variables were the causal factors.

.The above table showed that the entire variable stated above were responsible for the high status of the men and low status of the women due to social inequality perpetuated by these factors in the workplace. This is in line with the literature from Macionsis, 2002, Dastidar, 2012, Anne Witz, 1993.

Table 9: Effects of poor gender mainstreaming in Enugu State Civil Service

Variables	Frequency	Percentage
Low productivity	140	36.8
Non-cordial relationship between women and men workers	100	26.0
Poor utilization of women's potentials	120	31.0
High productivity	20	5.2
Total	380	100

Sources: Researchers' field work, 2019

Table 9 indicated that 140 respondents were of the opinion that the effect of poor gender mainstreaming was low productivity in the workplace, 100 respondents held that it was non-cordial relationship between men and women workers, 120 respondents stated that it was poor utilization of women's potentials while 40 respondents said that the effect was high productivity .

The above table showed that low productivity, Non-cordial relationship and poor utilization of women's potentials were the effect of poor gender mainstreaming in the study area. Thus aligned with the literature from Reddy, 2006 and Valerie Bryson, 1999.

Table 10: Solutions to poor gender mainstreaming strategy in Enugu State Civil Service.

Variables	Frequency	Percentage
Elimination of gender stratification	80	21,0
Adequate training in gender analysis	60	15.8
Affirmative action plans adoption	80	21.0
All of the above	160	42.2
Total	360	100

Sources: Researchers' field work, 2019

The above table showed that 80 (21.0%) respondent was of the view that the solution to poor gender mainstreaming in Enugu State Civil Service was to eliminate gender stratification, 60 (15.8%) suggested that adequate training in gender issues and analysis should be in place, 80 (21.0%) respondents answered that Affirmative action plans should be adopted and 160 (42.2%) respondents opined that all the above variables should be put in place.

It was recommended that all matters relating to gender inequality that lead to injustice and unfair treatment should be removed, serious involvement of men in gender and development issues should be encouraged, and adequate synergy between men and women for mainstreaming gender approach is also very important.

Conclusion

In this study of strategic approach to gender issues in Enugu State Civil Service, gender mainstreaming approach was looked into: literature and theories reviewed expressed inequalities between women and men in workplaces which were to the disadvantages of women. It was found that there was poor application of gender mainstreaming strategy in the study area which affected the individuals and society at large owing to several factors. It was revealed that gender mainstreaming strategy would benefit men, women and the entire society if applied. It was shown that there were more women workers than men workers in the study area but more men occupied high positions while more women occupied low positions. It was indicated that there were clear unequal distribution of positions, power and privileges between men and women in Enugu State Civil Service; and men occupied higher status while women occupied lower status. It was observed that the relation of production in the area was complementary and supplementary between the men and women; and that patriarchy, sexism, and poor gender mainstreaming were responsible for higher status of men and lower status of women. It was discovered that low productivity, non-cordial working relationship and poor utilization of women's potentials were the effects of poor gender mainstreaming in Enugu State Civil Service; and the solutions to the poor gender mainstreaming were elimination of gender stratification in the workplace, adequate training of workers in gender analysis and adoption of affirmation action plans Enugu State civil service. Gender mainstreaming approach is encouraged in this study for gender equity, equality and high productivity in Enugu state civil service and other workplaces alike for sustainable economy and good governance.

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