

**THE IMPACT OF FEMALE LABOUR FORCE ON THE ECONOMIC
GROWTH OF NIGERIA (1980-2010)**

BY

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EC/2009/748**

**DEPARTMENT OF ECONOMICS
FACULTY OF MANAGEMENT AND SOCIAL SCIENCES
CARITAS UNIVERSITY, EMENE, ENUGU STATE**

AUGUST 2013

TITLE PAGE

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**A PROJECT SUBMITTED IN PARTIAL FULFILMENT OF THE
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DEPARTMENT OF ECONOMICS

FACULTY OF MANAGEMENT AND SOCIAL SCIENCES

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APPROVAL PAGE

This is to certify that the project, "The impact of Female Labour Force on the Economic Growth of Nigeria (1980- 2010)" written by UgwuMakuochukwu has been approved as satisfying the requirements of the Department/Faculty of Management and Social Sciences, Caritas University Enugu State for the Award of Bachelor Science (B.S.C) Degree in Economics.

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DEDICATION

I dedicate this work to the Giver of life, the Giver of wisdom and knowledge, the Almighty God and to the ones I cherish most on Earth, my lovely family, for their love and encouragement. God bless you.

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I want to use this opportunity to say thank you to everyone who has made an impact in my life, one way or the other and who has directly or indirectly contributed to the success of this research work.

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ABSTRACT

A country's labour force consists of everyone of the working age, typically above the age of seventeen and below the retirement age of sixty- five. They are characterized by those who are actively employed or seeking employment. The focus of this study is to determine the impact of female participation in labour force on the economic growth in Nigeria between the periods of 1980- 2010. The research also seeks to investigate the determinants of female contribution to economic growth in Nigeria. The objective of this study is to determine the relationship between female labour force and economic growth in Nigeria (GDP).The data used was sourced from the National Bureau of Statistics of various years as well as the CBN Statistical Bulletin (volume 21) December, 2010. The ordinary least square method (OLS) was chosen as the estimation tool because of its advantage over other estimation techniques.The major finding was that female labour force employment has a positive impact on the gross domestic product (GDP) of the Nigeria economy. Based on the findings, some recommendations of policy and suggestions have been made.

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CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Gender differentiation and productivity are critical issues that are central to the socio-economic life of any country. Women contribute half or more of the country's population, but they contribute much less than men towards the value of recorded production both quantitatively in labour force participation and qualitatively in educational achievement and skilled manpower (Olukemi, 2008). The extent to which these phenomena are discussed varies from country to country. While the developed countries have practically graduated from endemic problems of gender differentiation, their less developed counterparts are still battling it. A close overview of world economies show that women have often been looked down upon in terms of their ability to contribute to the economic well-being of their families which invariably has some correlation to a nation's economic growth. The under-utilization of female labour as well has obvious implications for economic welfare and growth. In particular, the participation of women in labour force appears to depend much more on the social environment than is the case for men.

In the light of the above, arguments have risen in favour or against women in their roles towards economic growth and development. Traditional African Gender Theory suggests that women are less important such that they are relegated to the upkeep of domestic chores. It is therefore not surprising that the clamors for more birth were and are still being emphasized till date. The theory holds that women should in no way be found rubbing minds with their husbands in family meetings, and community gatherings. Traditionally, women were regarded as homemakers, who oversee and coordinate the affairs and activities at home. Previously, in Africa, women remained at home while their husbands and sons went out to the farm to work. However, women are never idle at home. They are engaged in manual processing of food crops and other farm produce in addition to their housekeeping duties. The neo-classical are in support of this idea as they failed to acknowledge society induced differences between men and women in the face of economic growth. Thus, they remarked that markets clear automatically given pareto efficiency and that what is economically rational at the individual level is also economically rational for the society as a whole.

Despite these extreme views, there exists a clarion call all over the world for increased women participation in the socio- economic development

of nations. This is because of the roles that women play in economic growth and development. Danish (2001) notes that women opportunities to contribute to the development of societies need should be improved. Otherwise, economic growth in developing countries will be constraint and the ability to care for the environment in these countries reduced. One of the studies conducted by World Bank in 2003, shows that investments in women yield large social and economic returns, adding that young girls and boys should have the same opportunities to lead full and productive lives.

With the advent of Western education, industrialization and paid employment, men as well as women drifted into the modern sector of the economy. And today, there are visible changes in the perception of women, principally because they have greater opportunities for education than before. It is therefore not in doubt that economically empowered women play veritable role in household decision- making, with greater bargaining power to increase spending on education, health and other areas of family needs. Such women especially the economically sound ones, have better opportunities for entrepreneurship and to earn higher wages, lifting themselves and their families out of poverty.

In the view of the above, scholars have made enormous enquiry in how women have fared vis-à-vis contributions to economic growth. This work therefore, is a follow-up research work that establishes the role women play in Nigeria's economic growth.

1.2 STATEMENT OF THE PROBLEM

Gender biasness in the face of socio-economic strata of the world seems to be no respecter of any economy. As a result, Nigeria has its own share of the incidence. Right from the pre-colonial traditional Nigeria society to its modern state, women have often been discriminated upon in affairs that led to deplete their contribution to economic growth. Such discrimination is often perceived in grounds that they are the weaker sex.

In Nigeria today, women are excluded from certain occupational categories due to formal barriers as well as informal barriers to entry. The formal barriers which continue to hinder the entry of women in such occupational categories include; lack of educational or technical training, labour laws and training customs. The informal barriers include; customs and religious practices, difficulties in combining domestic and labour market activities, management and worker attitudes etc. few Nigerian women are engaged in top management cadre of formal sector

establishments simply because majority of them lack the educational qualifications necessary for such positions or due to gender discrimination. For instance, only about 6.2 percent of those who were employed as either General Managers or Managing Directors in 1986 were women (Ojo, 1997), while 32.6 percent of those who participated in the 1995/1996 National Youth Service Corps Programme were females (Ojo, 1997).

Onyejekwe, J.C (2001) states that about half the Nigerian population are women and have always played important economic roles. He however asserts that these roles were negatively affected by earlier development schemes, particularly community development programmes, which to a large extent ignored the potential of local knowledge systems for coping with change. Similarly, the historical pattern of development in Nigeria is one in which investment is skewed in favour of industrialization in urban areas resulting in rural areas lagging behind in development. Mijiudadi (1993) cited in Fabiyi et al (2007) estimates that women are responsible for 70% of actual framework and constitutes up to 60% of the farming population in rural areas.

In other to boost women's participation in economic affairs, a number of women programmes have been launched in the country including; "the famous better life for rural women of (1987)", "Gender action Plan of

the World Bank of (2007), "Millennium Development Goals", "Women for Change Initiative founded by the First Lady, Patience Jonathan", "Women's Pride Restored through Unilever empowerment Programme of (2011)", and "Empowering the Nigerian Women by the Jonathan Presidency" etc.

Despite these efforts, the contribution of women towards economic prosperity is still seen as grossly beyond expected capacity.

The questions now are;

1. In what ways does female labour participation contribute to economic growth in Nigeria?
2. What are the hinderances to the impact of female labour force participation on economic growth of Nigeria?

1.3 OBJECTIVES OF THE STUDY

It is the aim of this study to:

1. Examine the impact of female labour force on the economic growth of Nigeria.
2. Suggest ways of combating the hindrances that still prevent women from actively participating in the labour force.

3. Find out the various ways in which women have contributed to Nigeria's economic growth.

1.4 STATEMENT OF HYPOTHESIS

We have the following hypotheses:

H₀: Female labour force participation has no significant impact on economic growth in Nigeria.

H₁: Female labour force participation has a significant impact on economic growth in Nigeria.

1.5 RELEVANCE OF THE STUDY

This study will serve various purposes which include:

1. It shall reveal the various ways in which female productive activities contribute to Nigeria's economic growth.
2. It shall study the various factors that influence women productivity in Nigeria.
3. It therefore shall be of usefulness to subsequent researchers as a reference material.
4. It shall spur further research effort in this regard.

1.6 SCOPE OF THE STUDY

This study is designed to have a general view of female and labour output in Nigeria and shall make use of data spanning from 1980- 2010 to make empirical assessment.

1.7 LIMITATIONS OF THE STUDY

This work has a number of challenges which include inadequate finance, lack of sufficient materials and secondary data. This may affect the quality of this work.

CHAPTER TWO

LITERATURE REVIEW

This section of the work gives an overview of what economic literature has in explaining the relationship and contribution of women in economic growth. It is classified into two main areas namely; The Theoretical Literature and Empirical Literature.

2.1 THEORETICAL LITERATURE

2.1.1 CONCEPTUAL FRAMEWORK

There has been an increased attention on gender and development issues thereby making their work an important issue. This is due to the response to the global realization that unbalanced attention to the differentiated positions of women and men in the society in terms of resource allocation, rights and opportunities and above all, productive activities in formulating policies and designing projects, can have adverse or positive impact on economic outcomes. In this bid, one is exposed to the understanding that women have a role to play in economic advancement of a nation and the level to which this can be attained is a function of how effective the factors that influence are considered in every economy. With the aid of the systematic diagram

below, we will get to know the primary reason for looking at the various roles women play in economic growth.

Figure 1

WOMEN PRODUCTIVITY TOWARDS ECONOMIC GROWTH

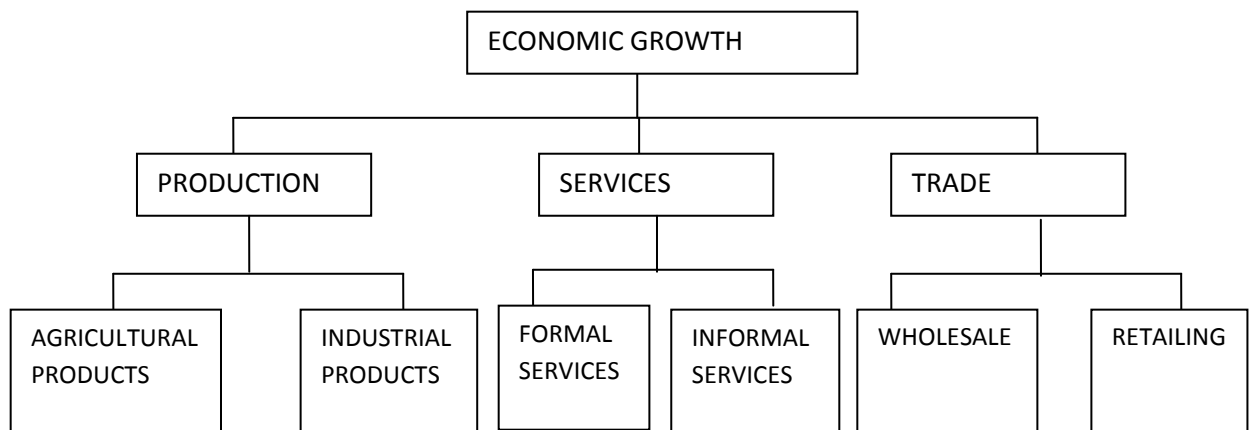


Figure 1 broadly classifies women economic activities into production of goods, rendering of services and involvement in trade. Under production of goods, women in developing countries like Nigeria are known to have more of the workforce rooted in agricultural activities. Onyekanmi (1986) and Adekanye (1990) highlighted the role of Nigerian women in agriculture. As in other parts of Africa, Nigerian women have worked side by side with men in agriculture with some marked division of labour between them. While men performed the tedious task of felling trees, gathering and burning of bush and making ridges, women were involved

most especially in planting of seeds (food crops), harvesting, transportation, processing and selling of farm products.

According to two studies conducted by the Economic Commission for Africa, women provided as high as 60- 80 percent of the labour input in African agriculture particularly in food processing and food trade (Adekanye, 1990). In Nigeria, there are significant regional differences in women participation in agriculture. For instance, a study of women in the country revealed that on an overall basis, 40 percent of the rural women survey regarded farming as their major occupation (Adekanye,1981). On regional basis, 89, 10 and 6 percent of those in the East, West and South respectively regarded agriculture as their main occupation (Ojo, 1997). Dejene (2005) observes that women's economic empowerment is recognized as one of the means of reducing poverty and enhancing economic growth, thereby stressing that a majority of them is engaged in small income generating self employment in agriculture in Sub- Saharan African countries including Nigeria. He went further to say that women economic activities ranging from production (food production, weaving, handicrafts etc) services (cooking, hair plaiting, laundry, informal landing etc) and trading (wholesale, and retail trading). It is important to note that women activities are mainly found in the informal sector. It seems to be the most popular occupation of

women in Nigeria, most especially in the Western States. In the Eastern States, women are more of farmers; those in the Western states are more of traders while women participation in the labour force in the North is generally low due to the practice of keeping women in seclusion (Ojo, 1997).

In addition, informal sector employment for women includes activities such as trading, domestic services, construction work, sewing, hairdressing as well as participation in crafts and cottage industries (for example; weaving, soap making and pottery). This finding is in line with that of Haggblade (1988), which noted that across West Africa, women play a major role in retail trade. This is because child bearing, differential access to education and other social expectations restrict the degree of their participation in formal sector employment (Onah,1994). As further observed by Haggblade, it is also consistent with other findings such as those of steel (1979) and the JLO (1982) which reveal rates of 10 and 54 percent female participation in formal and informal sector employment respectively in Ghana.

Evidences from studies that have been undertaken in other developing countries notably LatinAmerica and the Caribbean support the view that much higher rate of female labour force are engaged in the informal sector of the urban economy (awosika,1986).

2.1.2 WOMEN PRODUCTIVITY AND ECONOMIC SCHOOLS OF THOUGHT

Economics has a way of explaining contemporary economic phenomena in relation to traditional economic theories. These theories explain different shades of opinion. However, not all kinds of economic schools of thought are equally capable of incorporating the gender concept into their analysis. Three types of school are considered here viz Neo-classical, Keynesian, and the feminists as contained in the work of Diane (1994).

NEO- CLASSICAL ECONOMICS

The central thesis of neo- classical analysis is that markets function smoothly and that there is no reason for an economy based on voluntary contracts should experience any persistent problems. Pareto efficiency is guaranteed as markets clear automatically and what is economically rational at the level of society as a whole. At a macro-level, aggregate output is the coherent result of the activities of millions of individuals at the micro- level, integrated by the institutions of the micro- level. The neo- classical economics does not explicitly recognize the society induced difference between men and women, the micro and macro- level institutions and macro- policy instruments are seen as

gender- neutral. At the micro level, gender difference can be accommodated, as economic agents can easily be classified as male or female. But this is not enough as gender differentiation has to be conceptualized as a matter of differences in the preferences and resource endowments and skills of individuals.

THE KEYNESIAN ECONOMICS

Keynesian schools of economics come under variety of names; neo-Keynesian, critical, Kaleckian, structuralist and Marxist. A common denominator is that they state that what is rational for the individual is not necessarily rational for the society as a whole. Market equilibrium is by no means guaranteed. Price changes do not always bring demand and supply in line. Critical analysis pays more attention to conflicts. Co-operative conflicts arise when individuals gain from co-operating but have different and conflicting interests in the distribution of the benefits. Some norms (customs and practices) shape the behavior of individuals and their attitude about what is appropriate to do. Without these norms, market economies could not function since voluntary contracts between individuals are always incomplete, as life is highly uncertain and not all kinds of contingencies can be foreseen.

At the micro- level, some critical scholars even call into question the fundamental characterization of human beings as rational economic agents. The experience of subordination may incline people to shape their preferences and priorities to what is available rather than what they really want. As a result, Keynesians consider the gender division of labour and income in the family as the profoundly unequal accommodation reached between individuals who occupy very different degrees of social power.

THE FEMINIST ECONOMICS

Though the feminist is classified as a school of thought according to Diane (1994), it has clearly different views about how the economy functions with respect to gender. Feminist economics can either be Keynesian or Neo- classical but only interest on how their propositions affect women. In other words, the feminist economists are gender sensitive. They argue that the operation of economic reform at micro and macro- levels is male- biased; that is serving to perpetuate women's relative disadvantage. Most economic theory is male biased, even though it appears to be gender neutral. This biasness according to them arises because theory fails to take into account that women and men are gender unequal. Most feminist critical work to date has concentrated

on the micro- level. Their critique of economic policy reform has concentrated on investigating the impact of reforms at the level of the family and the individual. They argued that burden placed on both poor rural and poor urban level, such as the market and firms, economic activities are gendered via social norms and networks which smoothen the operation of these institutions. They also enable enhanced social cohesion between men because they exclude women. Thus the benefit of social norms which affect productivity and consequently economic growth are unequally distributed. Share social understandings and mutual trust tend to be expressions of the hegemony of the powerful. Thus, although women may fully be able to participate in the markets, they tend to find themselves excluded from the traditional business-social networks where vital exchanges of information occur and goodwill is built up.

At the macro level, money is not able to mobilize directly all the resources that operate the care economy without which the commodity economy cannot be sustained male bias in the economic gender relations means that the burdens of unpaid work fall mainly on women. As women's access to money is structured by gender relations, money is not gender neutral.

Still concerned with the “care economy”, the feminist undertake most of the work in the care economy. This is equivalent to the assumptions that there is an unlimited supply of “free female labour”. This is another point where the macroeconomics is male- biased. The feminist economies however observes that macro reforms are not deliberately designed to favour men but macroeconomics has a one- sided view of the economy that favours men more than their female counterparts.

2.1.3 AN OVERVIEW OF WOMEN EMPOWERMENT PROGRAMMES

There has been a consistent effort towards liberating women from the shackles of economic backwardness both at the national levels. Historical antecedents show that international women oriented programmes.

In 1986, the British aid ministry produced its first policy statement on “Women in Development” warning that improvements for women could be achieved if there were greater prosperity for all. In other words, men had to make economic growth happen for consuming women to reap the benefits. Later in the decade in what seemed at the time a bold and radical shift in discourse, a new argument was introduced. Women were not only potential beneficiaries; they were also agents of development.

The era thus, started as an instrumentalist advocacy to persuade male decision makers that they should invest in women to secure faster development.

Eyben (2008) hints that early 90s came a further sea change. The United Nations conference on Human Rights made a breakthrough. The instrumentalist agenda moved into the shadows as the preparation for the 1995 Beijing Women's Conference developed a vision of global social transformation. Amartya Sen said "development was freedom and women were claiming" that vision however disappeared sometime in the first half of the present decade. International aid commitments for supporting women's rights declined severely and grass roots organizations all over the world found nobody was interested in supporting them anymore.

Eyben (2008) further states that in 2005, World Bank's gender unit coined catchy slogan- "gender equality in Smart Economics". The idea of this vision is to make young girls have the exact opportunities that boys have so as to head full and productive lives. It was found that investments in women yield large social and economic returns. Later in the recent times, International Aid Ministries and the United Nations Organizations began to adopt the World Bank's argument. In launching a campaign recently to reinvigorate efforts to achieve the MDGs on

gender equality, the United Nations recognizes that Women's have opportunities to contribute to the development of the society's needs. Otherwise, economic growth in developing countries will be constrained and the ability to care for the environment in these countries will reduce. Gender Action Plan (GAP) of the World Bank emphasizes the importance of women's access to land, (World Bank Development Report, 2007).

In Nigeria particularly, until the late 1980s, bureaucratic formalities, interalia and some other factors contributed to making credit flow to small-scale producers especially women difficult. This is because the commercial banks considered women a "high risk category". In response to this, the Peoples Bank scheme was established in 1989 to address this need as part of the "Better Life for Rural Women (BLFRW) program. The Peoples Bank instituted the rural women credit scheme through its chain of banking outlets in rural areas (Onysekwe, 2001). The scheme according to Odejide, 1994), benefited more women than men as the former constituted about two-thirds of the applicants for loans. Within ten months of its inception, over 600,000 women received a total of about 45 million Nigerian Naira (Okajir, 1996). Idike(1991) opines that through its chain of 2,000 rural banking outlets in 1993, poor low income women acquired loans of five thousand to ten thousand with

collateral which was used for opening of small- scale businesses in the rural areas.

It would be recalled that, the better life for rural women (BLFRW) programmed was first established in 1987 both at national, states and local government levels. Following the principle of a participatory approach to development, which is the core strategy of the programme, women's associates were encouraged to undertake income generating development activities in order to improve their own and their communities' socio- economic development.

Obadab (2000) states that the women co- operatives were engaged in farming activities and many women were trained as technical advisors to provide other women small- scale farmers with relevant information on existing and appropriate technologies and the necessary skills to interpret these and put them to use.

In 1990, the community banking system was established. This bank was aimed at promoting rural development by providing financial and banking services to communities as well as to inculcate disciplined banking habits among the rural masses of the low- income producers. The presence of the branches of this bank went a long way to empowering the rural women economically.

In addition, the United Nations Development Program (UNDP) which focuses on the issue of gender equality and women's empowerment not only as human rights but also because it is one of the Millennium Development Goals which they sought to achieve. The UNDP coordinates global and national efforts to integrate gender equality and women's empowerment into poverty reduction, democratic governance, crisis prevention and recovery, and environment and sustainable development. The UNDP worked to ensure that women have a real voice in all governance institutions, from the judiciary to the civil service as well as in the private sector and civil society. This is to enable them participate equally with men both in public dialogue and decision making which will determine the present and future of their families and the society as a whole.

Furthermore, the Nigerian civil engineer works for water reform and empowerment of women not only sought to contribute significantly to the sustainable water resources management system for the country but was also involved in the women empowerment, a special program aimed at economic empowerment and poverty alleviation for local and hard-to-access women.

A global movement led by UNESCO, "Education for all" aimed at educating children, youth and adults by 2015. The United Nations

Educational, Scientific and Cultural Organization (UNESCO) have been mandated to lead the movement and work towards achieving their goals. These goals contribute to the global pursuit of the eight Millennium Development Goals (MDGs), especially the MDG 2 on universal education and MDG 3 on the gender equality in education, by 2015.

The Women's Pride Restored through Unilever Empowerment Programme was launched formally by Unilever Nigeria in August 2011. It's a three step programme through which low- to- no income earning rural women get the opportunity to improve their livelihoods. It was rolled out to hundred women in the Middle Belt region of the country covering the following states-Nassarawa, Benue, Kogi, Niger, Plateau and FCT Abuja. The programme involved training, empowerment and monitoring of beneficiaries. Unilever Nigeria aimed at strategically contributing to the achievement of the UN MillenniumDevelopment Goal to end poverty and hunger, and also create a platform for women to significantly contribute to the socio- economic development of their communities.

Finally, the Central Bank of Nigeria (CBN) Women Empowerment Programme is yet another programme which recently stressed the need to incorporate women as key economic actors in growing Nigeria's small

and medium sized enterprises (SMEs) which will lead to the country's economic development. A conference was organized by the apex bank in recognition of the economic capacities of women.

The Ministry of Women Affairs and Social Development was urged to play its role as the apex agency for planning, articulating, implementing and monitoring all initiatives designed to more effectively integrate Nigerian women folk into the main stream of the national life.

2.1.4 DETERMINANTS OF WOMEN'S PRODUCTIVITY

The determinants of productivity are often looked at on a uniform scale neglecting the fact that women and men differ in various aspects such as biological composition and household responsibilities. Their shortcomings are better understood when we look into some of the economic activities prevalent in an economy. Such include sports, farming industrial activities, construction works etc

Economic literature observes the following as factors that influence women productivity;

1. INCOME LEVEL

Income level has a positive relationship with productivity. Jhinghan (2005) asserts that an increase in the income level of the members of the society brings about appreciation of the Gross Domestic Product

(GDP). Most small- scale business enterprises (SMEs) available to women especially in low developing countries (LDCs) suffer acute shortage of funds needed for significant operation. Elson (1998) asserts that women were hit in the society in terms of per capita income. It is more worrisome when there are also disadvantages when it comes to credit availability. Lack of access to credit for female entrepreneurs limits the profitability and growth of their enterprises.

2. FAMILY SIZE

The traditional Nigerian society and indeed other low developing countries (LDCs) are plagued with large family size. Traditionally, in children are wealth and the uncertainty of the future lives and fortune of the children exacerbates the large family size.

In return, of the average, has often been depletion of family meager resources which further reduces the prospects of investment and ill-training of the children. When this happens, the care of the family is often left in the hands of the women which deny them more hour they would have loved to put to work.

Diane (1998) adds that the need to balance home and market responsibilities is a major constraint on women's earnings, productivity and human capital accumulation.

3. RELATIONSHIP WITH HOUSEHOLD HEADS

The man has both by religion, culture and social evolution, been conferred the head of the family. He is seen as the chief decision maker and implementer. Naturally, most men would not want their wives to be employed outside domestic responsibilities. As a result, they tend to restrict them the choice of economic activities.

4. MARITAL STATUS

Olusoji (2009) opines that younger and single women work longer hours than older and married women. Marital status tends to have negative influence, *ceteris parim bus*, on a woman's productivity.

5. SECTOR OF PARTICIPATION

A male citizen can comfortably participate in most sectors of the economy. Such as the armed forces, captainship, sports and construction industry. The female counterpart disadvantaged in a number of ways due to biological composition and social inclinations.

6. EDUCATION

Until recently, female education was considered less important. This is because when a male graduates from school, he works hard and remains in the family and sees to its upkeep. A woman's education is often seen as a waste of time, energy and money since on or before

graduation, they are often married out which constrains them from giving back to the family that made them what they are.

7. CULTURE (CUSTOMS AND NORMS)

Culture is a set of values and beliefs, norms and customs, and rules and codes that socially defines a group of people, binds them to one another, and gives them a sense of commodity (Trenholm and Jenson, 2000). Though culture is subject to change, it is a common knowledge that the people in the Northern part of the country do not like their women engaging in lucrative activities outside the house. Labour force participation in the North is low due to the practice of keeping women in seclusion. This could be the belief of some other tribes thereby reducing the number of women who participate in labour force for the betterment of the society at large.

2.2 EMPIRICAL LITERATURE

Literature on women labour force participation and its implication on economic growth abound. However, quantitative evidence especially as it concerns Nigeria is almost non- existence.

Onyejekwe (2001) carried out a study on micro finance and economic empowerment, women's cooperatives in Nigeria. His findings show those innovative micro- credit programmes and the adoption of new

agricultural cooperative results. The results further reveals that the successful implementation of the innovative micro- finance schemes made it possible for millions of women and children to begin to dream of progress. Onemolease (2002) studied the extension needs of women cassava farmers in Igueben and Esan North- East local government area of Edo state, Nigeria. The study made use of data from 120 women cassava farmers in two selected local government areas of Edo state. Results showed that the respondents were relatively young, largely illiterate and had long years of farming experience. Their levels of knowledge of improved cassava varieties and fertilizers were high while they were low for herbicides and recommended agronomical practices.

Leuther (1999) studied the economic approach to legal reform for rural women. The result showed that women made up fifty of the world farmers. It also showed that all the laws that affect rural economic development were made on uniform basis which tend to impact negatively on women's contribution to economic growth when compared to their male counterparts.

Adewuji (2001) studied openness and Total Factor Productivity (TFP) to real output growth in Nigeria between 1970. The results showed that Nigerian economy witnessed poor total factor productivity growth performances during the period 1971 to 1985. Though there was a rise

in the total factor productivity during the Structural Adjustment Program (SAP) period. The study made use of Data Development Analysis (DDA) which is a non-parametric approach to productivity management to qualify the contribution of total, to real output growth.

Nezhad and Hojjat (2005) work on "A Glance at Economic Activity of Women in Iran", studies the Iranian women's economic participation, employment and unemployment during (1976- 2002).

The result showed that women's participation rate and employment rate in Iran in proportion to those of men in Iran or women in other countries are low. They also observed that despite the related improvement in the last decades, the mentioned rates are still low and the fact that women's participation rate has remained unchanged for forty years calls for serious attention. In conclusion, the results showed that for many reasons, there has been no attention paid to the importance and necessity of women's participation in economic activities and their direct participation in national production.

Fabiye et al (2007) examined the roles of women in agricultural development and their constraints, a case study of Bilri local government area of Gombe state, Nigeria. They employed a simple random sampling technique which was used to select six villages from the local government area and to women farmers. Interview schedule was used

to obtain information from women on their socio-economic characteristics, farm activities, farm production and their constraints. Descriptive statistics was used to analyze the data collected. The result revealed that 88% of the respondent ages were written (20- 49) years, 12% were (50- 70) years of ages, 80% were married, 20% single, 75% had formal education, 25% had no formal education, 35% had 1- 10 years of farming experience while 65% had 11- 40 years. Majority of the women acquired land for farming from their husbands and relations (freehold) while others acquired land for farming.

The result also showed that women were involved in all forms of farm activities which include land cleaning, harvesting, processing and marketing of products. They (women farmers) have contributed immensely to food production, distribution and animal rearing.

Jehan research work studied "The Role of Women in Economic Development of Pakistan". The work shows that rural women are major contributions in four sub-sectors of the rural economy, crop rotation, livestock production, cottage industries, household and family maintenance activities such as transporting water, fuel and fodder, caring for children etc.

As estimated, two million women are part of the informal urban labour force home- based workers.

2.3 ECONOMIC ANALYSIS OF WOMEN'S CONTRIBUTION

TOECONOMIC GROWTH IN NIGERIA

2.3.1 AGRICULTURE

Agriculture is an important factor to the growth of any Nation. There are numerous researches conducted by individual and co- operates bodies which showed that women are important participation is most agricultural system. Agriculturedevelopment is a vital symbol of an economically advanced nation(s). Women produce 60- 80 percent of food grown and constitutes more than 46% of the agricultural labour force. Forty percent of the total labour force in Nigeria in 1985 were women, out of this figure, 35% of them (women) were engaged in Agricultural activities in gale (2001).

Agriculture has been the pre- occupation of Nigeria. Women, especially those in the rural areas, do the clearing, hoeing, planting, weeding, fertilizer application and harvesting. They cultivate food crops like cassava, cocoa yam, plantain and vegetables like tomatoes, ugu leaves etc. These days, women do not restrict from their activities to subsistence farming alone, both they engage also in large scale farming in both cash and food crops. Women also rear domestic animals like

goats and also engage in poultry keeping. These agricultural activities have helped to improve their economic activities and at the same time, encouraged economic development in their respective societies and in the country as a whole.

Through participation in agriculture, women have made food available to the people and reducing the level of unemployment. Cassava production by women represents an important raw- material which is used in several forms by many industries in Nigeria. For example, it has been discovered that textile, pharmaceutical, bread, biscuits, brewery and even battery manufacturers need it and its derivatives for production process. All this promote the economy of the country taking it to a greater height.

2.3.2 TRADE

Trade production of any good is incomplete until the goods get to the final consumers. It is not a new thing that women involve in trade affairs in the Nigerian societies. Women were and are still predominantly distributors of goods. In the ancient days, women invest their meager capital in trading activities, such as buying and selling agricultural products such as cassava, yams and petty industrial goods (hoes, cutlasses and axes etc). These days, women own textile shops, stores,

where household utensils are sold, provision stores etc. Women even go to the extent of hawking their products from place to place. They are important especially in the chain of production where goods and services produced have to reach those who desire them both in rural and urban centers. Really, the participation of trading activities by women in Nigeria has tremendous impact to the economic growth of the country.

2.3.3 MEDICINE, HEALTH

It is said that health is wealth; it is of great importance to economic growth in Nigeria. Women and labour force participation in Nigeria over the years have been providing medical and health services. They practice as midwives and also render help in other areas of healthcare services to the masses.

Dr. Mrs. AbimbolaAwoliyi was the first female medical doctor in Nigeria. She qualified as a medical doctor in 1936. This shows that female participation in health care delivery started before Nigeria got her independence. These days, we find women in hospitals, clinics and dispensaries as medical doctors, nurses, pharmacists and other paramedical professions. To identify few of them are Dr. Clare Akele, Rosemary Alewo, TukunboAwolowo and a host of others. Women in healthcare especially for children. They also render services to mothers,

take care of their babies, especially those in the rural areas, for instance, mothers are taught how to prepare Oral Rehydration Therapy (ORT) solution for their children. A child with such advantage has a better chance of survival with optimum (mental/ physical) growth and development than others who lack such care.

2.3.4 CLERICAL WORKERS

The clerical officers in administration department of any establishment constitute a very essential class of workers. They account for every transaction in an establishment. In the labour force, women form the bulk of clerical workers in Nigeria enterprises and establishment.

2.3.5 ADMINISTRATION/MANAGEMENT

Effective management/ administration in Nigeria increase in no scanty measure to the economic development of the Nation. Women are the world's greatest managers, Sheehan (1978). They are the most vital managers in the various homes in the Nation. They know how to combine the scanty scarce resources available in the family to yield maximum utility. A considerable number of women in labour force have been involved in administrative work both in public and private sector of the economy. Such women include (Mrs) OlayiwolaKufariji, the

managing director of BEWAC Nig. Limited. She was once the vice chancellor of the University of Benin (UNIBEN). Akande (Mrs) was also the vice chancellor of Lagos State University (UNILAG). Ekejiuba was the head of department of Sociology, University of Nigeria Nsukka (UNN). A.I Pepple was appointed as a clerk of the third Republic Senate. She was to take task of organizing the administrative structure in an on-coming legislative.

2.3.6 PRODUCTION

This is another aspect of occupation which women involve in the labour force. Majority of women in the production of Allied productions. This includes the processing of vegetable oil, milking, cassava, flour etc. also livestock production like poultry keeping. They also involve in the production of textile and the manufacturing of clothes.

2.3.7 OTHERS

Apart from the ones mentioned above, women and labour force participation in Nigeria are also in other professions. This includes teaching, engineering, law, accounting, Economics, sales workers etc. Through the professions mentioned above, women have contributed greatly to economic growth of the country. Women can also be found in

the communication industries, helping in dissemination of information vital to the economic growth such as Olulie- Coker, Stella Bassey etc. also, women have continued to contribute in Art (Music, writing, painting, Fashion, Modeling). Dr. (Mrs) Ngozi Oconto- Iweala is also a notable female figure (Minister of Finance).

From the above, we know that women participation is no longer limited to the kitchen, house- wives, and child bearers.

2.4 LIMITATIONS OF THE PREVIOUS STUDIES

It is commonly known that no research work exist in all competence, devoid of flaws and lapse, but the ability to reduce or make those lapses within the limit of this research work.

Despite the fact that previous works on women and labour force participation, and the implications for economic growth have revealing results, a number of defeats were encountered in the course of review. Most of the research work carried out made use of random sampling which covered only a significant part of the country usually a state or local government and not on the country's economy as whole.

CHAPTER THREE

3.1 METHODOLOGY

This research work is conducted following an econometric research methodology. The choice of this method is based on the fact that it helps in ascertaining quantitatively, the impact of certain economic variables on a given phenomenon under study. I shall use statistical and econometric tools to analyze and present data. In this research work therefore, to ascertain the impact of female labour force participation on economic growth is to regress GDP (Gross Domestic Product) on female labour force and other variables that will be specified. This work is therefore relevant in considering the relationship between GDP and the female labour force.

3.2 MODEL SPECIFICATION

The study wants to find out the impact of female labour force participation on GDP in Nigeria. This impact will be well established with the inclusion of other factors that affect both female labour force participation and GDP in the model. The specification of this model is based on the relevant information related to this study.

To determine the relationship between female labour force and output, we specify the model in functional form as:

$$\text{GDP} = f(\text{FLE}, \text{MLE})$$

The regression model for the purpose of testing our hypotheses will be:

$$\text{GDP} = a_0 + a_1\text{FLE} + a_2\text{MLE} + U$$

Where:

GDP= Gross Domestic Product

FLE= Female Labour Force Employment

MLE= Male LabourForce Employment

U= error term used to capture other variables that are not included in the model

a_0 = the intercept of the model

a_1 & a_2 = the co- efficient of the independent variables.

In this case, the growth rate of the Gross Domestic Product is the dependent variable while the female and male labour forces are the independent variables.

3.2 METHODS OF EVALUATION

The evaluation method consists of the method that will be used in deciding whether the estimates obtained are theoretically and statistically significant for the purpose of this study. The economic test,

first order statistical test and second order econometric test will be employed in evaluating the results of the regression.

A. THE ECONOMIC TEST

This criterion is concerned with evaluating the apriority expectations (signs and sizes) of the parameter estimates of the variables in order to check if they confirm to economic theory. a_0 is the autonomous GDP. a_1 (the female labour force) is expected to have a positive sign. a_2 (the male labour force) is also expected to have a positive sign. This is so because the level of labour force has a positive relationship with the growth rate of GDP according to economic theory.

B. STATISTICAL TESTS

- (i) T-statistical test: this is used to test the significance of the parameter estimates of the model.
- (ii) F-ratio test: this tests the overall significance of the regression result as against individual significance of the regression.
- (iii) R^2 and adjusted R^2 test: This test will be used to explain the total variations in the dependent variable (GDP) caused by variations in the independent variables- female labour force and male labour force.

Gujariti (1995) has noted that the adjusted R^2 should be treated as another summary statistics. The R^2 is reported as the multiple coefficient of determination adjusted to take into account the degree of freedom associated with the sum of squares.

C. ECONOMETRIC TESTS

These are tests set by the theory of econometrics and aimed at investigating whether the assumptions of econometric method employed are satisfied or not. They include the test for auto- correlation using the Durbin- Watson statistic, test for multicollinearity using the correlation matrix, test for normality using Jargue- Berg test, test for Hereroskedasticity based on error term and finally test for Adequacy of the model using the reset test.

3.4 MODEL JUSTIFICATION

The preference of the ordinary least square (OLS) model is motivated by its appealing statistical and economic properties. The OLS model is simple and easier to compute, its mechanics are understandable and the data requirements are not excessive. It is an essential component of

most other econometrics techniques and above all, it is more reliable because of its efficiency, consistency and un-biasness properties.

3.5 DATA REQUIREMENT AND SOURCES

The data used for this study are secondary data sourced from the reports and bulletin of the National Bureau of Statistics and the Central Bank of Nigeria (CBN).

CHAPTER FOUR

PRESENTATION AND ANALYSIS OF RESULTS

4.1 PRESENTATION OF REGRESSION RESULT:

Table 4.1: Modeling GDP by OLS

Variable	Coefficient	Std. Error	t- value	t- prob	PartRy
Constant	11.010	4.8780	2.257	0.0320	0.1539
FLE	0.25012	0.052514	4.763	0.0001	0.4476
MLE	-0.069909	0.066426	-1.052	0.3016	0.0381

Ry = 0.653228 **F** (2, 28) = 26.372 [0.0000] **DW** = 0.752 **a** =

1.33749

RSS = 50.08877809

4.2 RESULTINTERPRETATION

4.2.1 ANALYSIS OF THE REGRESSION COEFFICIENTS:

From the above regression results it was observed that the coefficients of female labour force employment and male labour force employment were both positive and negative, respectively. This shows a positive

relationship between FLE and GDP and a negative relationship between MLE and GDP.

The result shows that a 0.25012 increase in the gross domestic product is caused by a unit increase in the female labour force employment.

Also, the result shows that a 0.069909 decrease in the gross domestic product is influenced by a unit increase in the male labour force employment.

The result shows furthermore that when all independent variables are held constant, the value of GDP will be 11.010.

4.2.1 Evaluation based on economic a priori expectation

According to our chapter three as already pointed out, our parameter estimates are expected to conform to a priori expectation. The table below summarizes the outcome of our model parameters on a priori ground.

Table 4.2: economic a priori expectation

Variables	Expected sign	Obtained sign	Remark
FLE	+	+	Conforms
MLE	+	-	Does not

			conform
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4.2.2 Evaluation based on statistical criteria

- **Coefficient of determination R^2**

The coefficient of determination R^2 is 0.653228 which shows that 65.32% of changes in the growth rate of the gross domestic product is accounted for by the independent variables.

- **Student's T – test**

This test was conducted to ascertain the significance status of each of the parameters.

Table 4.3: the t-test table

Variables	T-value	T-tab	Remark
Constant	2.257	± 2.0484	Significant
FLE	4.763	± 2.0484	Significant
MLE	-1.052	± 2.0484	Insignificant

In carrying out this test, we employed the two tail test which compared the t-calculated for each of the explanatory variable with the t-tabulated.

We reject the null hypothesis (H_0) if $t\text{-cal} > t\text{-tab}$ and accept if otherwise.

At 5% level of significance and with $n-k$ degree of freedom,

$\alpha = 5\% = 0.05$, therefore $\alpha/2 = 0.05/2 = 0.025$

$n-k = 31 - 3 = 28$

Hypothesis testing:

H_0 : Female labour force participation has no significant impact on economic growth in Nigeria.

H_1 : Female labour force participation has a significant impact on economic growth in Nigeria.

CONCLUSION: The result from the t-test revealed that female labour force has a significant impact on the economic growth in Nigeria; therefore, we reject the null hypothesis and accept the alternative hypothesis.

- **F-Test**

The F-statistic value is 26.372 and the F-tabulated is 3.34 at 5% level of significance with 2 and 28 degrees of freedom. Thus, we conclude that since the calculated F-value is greater than the F-tabulated ($F\text{-cal} > F\text{-tab}$), we reject the null hypothesis (H_0), that the overall model is significant.

4.2.3 Evaluation based on econometric criteria (second order test)

- **Auto-correlation Test**

H_0 : $P=0$ (the U 's are not auto correlated)

H_1 : $P \neq 0$ (the U 's are auto correlated)

Table 4.4: Decision rule for Durbin Watson

Null hypothesis	Decision	If
No positive autocorrelation	Reject	$0 < d^* < d_L$
No positive autocorrelation	No decision	$d_L \leq d^* \leq d_U$
No negative autocorrelation	Reject	$4 - d_L < d^* \leq 4$
No negative autocorrelation	No decision	$4 - d_U \leq d^* \leq 4 - d_L$
No autocorrelation, positive or negative	Do not reject	$d_U < d^* < 4 - d_U$

Where d_L =lower limit d_U =upper limit d^* = Durbin Watson (calculated)

The Durbin Watson test was calculated at 5% level of significance.

$d_L = 1.36298$ $d_U = 1.49574$ $d^* = 0.752$

Since the tabulated Durbin Watson is less than zero which is $0 < 0.752 < 1.36298$ ($0 < d^* < d_L$), therefore we reject the null hypothesis and conclude that there is positive serial correlation in the residuals.

- **Normality Test**

Hypothesis Test:

H_0 : Normality (Residuals are normally distributed)

H_1 : Non-normality (Residuals are not normally distributed)

At a 5% with 2 degrees freedom, if chi square calculated is greater than chi square tabulated we reject H_0 and accept if otherwise.

$$X^2_{cal} = 4.1639$$

$$X^2_{tab} = 5.991$$

Since $X^2_{cal} < X^2_{tab}$ which is represented as $4.1639 < 5.991$, we accept H_0 that the residuals are normally distributed.

- **Heteroscedasticity Test**

H_0 : Homoscedasticity (Constant)

H_1 : Heteroscedasticity (Not constant)

The decision rule is to reject H_0 if $X^2_{cal} > X^2_{tab}$

$$X^2_{cal} = 8.8041 \text{ @4 degrees of freedom}$$

$$X^2_{tab} = 9.49 \text{ under 0.05 significance level}$$

Therefore from the chi square table we have $8.8041 < 9.49$. We accept H_0 and reject H_1 , concluding that the variance of the error term is constant.

- **Multicollinearity Test**

The convectional correlation matrix table is adopted for our multicollinearity test. Gujarati (2004) specify that if the pair-wise or zero-order correlation coefficient between two explanatory variables is greater than 0.8, then multicollinearity is a serious problem.

Table 4.5: Correlation Matrix table

	FLE	MLE
FLE	1.000	
MLE	-0.6519	1.000

From the table above the correlation matrix shows that no pair-wise is greater than 0.8. Thus, we can then conclude that multicollinearity is no present in the model.

CHAPTER FIVE

SUMMARY, RECOMMENDATIONS AND CONCLUSION

5.1 SUMMARY

This study is an attempt to evaluate the implication of females in the labour force on the economic growth of the country. From our result, female labour force employment has a positive relationship with the GDP and its apriori sign conforms to economic growth of the country. The result from the t- test shows the female labour force employment has a significant impact on the GDP. However, the regression result shows that male labour force employment has a negative relationship with the GDP of the country.

The co- efficient of determination R^2 amounted to 0.653228 which shows that the independent variables explain 65.32% of the variation in the

dependent variable. The result from the f- test shows that the overall model is significant.

5.2 POLICY RECOMMENDATIONS

Having looked into this work, a number of factors have been identified as factors responsible for the ugly trend in women labour participation and its implication for growth. In order to abate such phenomenon and help women locate their pride of place in Nigerian economy, a number of policy implications arise as follows:

- (1) Women on their own should change their veneration of believing that they are the "weaker sex" group and join their male counterparts in exploring the Nigerian economic environment to empower themselves.
- (2) More non- governmental organizations should be encouraged to come up with more blue prints that would help in sensitizing women on how to empower themselves. These NGOs should continue to mount pressure on government agencies, communities and of course the organized private sector on the need to give up some obnoxious cultural practices that tend to inhibit women unnecessarily against the supply of their labour towards family and community development.

- (3) The government should as well come up with women empowerment programmes that should address the needs of the women especially those in the rural areas.
- (4) Government should as a matter of urgency wade into the matter of early marriage by women especially those in the Northern part of the countries so as to help the young women who are often lured into premature marriage to develop themselves before embarking on such life- time venture.
- (5) More economic activities and/ or institutions that are more women- friendly such as the nursing school, midwifery, hair making etc, should be improved so as to accommodate more women.

5.3 CONCLUSION

Nigerian women have had their own share of discrimination against women. As a result, their economic contributions to the well- being of the country are low. An understanding of this study will permit government to address the issue of women productivity. Having it that women constitute more than half of the world's population, there will be need to employ more women into the labour sector of the country so as to enhance more productivity which will boost the country's well- being.

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