

Gender Consideration in the Kaduna State Public Sector Employment

Ayuba Damina¹, M. O. Osagbemi^{2*}, C. K. Dongurum^{2**} and I. S. Laka^{2***}

¹*School of Agricultural Technology, Nuhu Bamalli Polytechnic Zaria, Box 56, Zonkwa,
Kaduna State, Nigeria*

E-mail: daminaayuba@yahoo.com

²*Department of Geography and Planning, University of Jos, Plateau State, Nigeria*

*E-mail: *<popdevt@yahoo.com>, **<Kdongruc@unijos.edu.ng>, ***<lakashola@yahoo.com>*

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ABSTRACT The paper attempts identifying the levels of employment and their determinants in the Kaduna state public sector. A total of 1779 employees were used as a study sample, constituting 10 percent of the work force. Employment was measured cumulatively using item analysis to determine the extent of employment and the five items used to measure employment were validated (0.80). Simple percentages and Chi-square were used to reveal differences in employees' by levels of employment. Results revealed that half of the workforce (82%) was in the average category of employment, most of them males. Background characteristics such as education, department deployed to, and workplace location revealed significant differences between men and women by employment type. It recommends fair representation of both sexes in access to employment opportunities in the sector.