

# Gender Discrimination and Employment Decision: A Study of Selected Banks in Kano State, Nigeria

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### Abstract

The inconsistency in the previous studies have stirred up serious controversies concerning gender discrimination in the money deposit banks (MDBs), when it comes to employment decision in the northern region of Nigeria. The objective of this study was to examine the effect of socio-cultural norms on employment decisions in the selected MDBs in northern region Nigeria. The descriptive research design was employed because the study involved eliciting the opinions of some employees in the banking sector. A sample size of 150 respondents from selected banks were purposively selected. The R<sup>2</sup> value of 0.862 on Univariate linear model indicated that no fewer than 86.2% change in employment decision is caused by a unit increase in gender superiority, sex discrimination, gender educational difference, culture and religious, which were collectively termed as the attributes of socio-cultural norms in the study area. The variance was highly significant as indicated in the F-value in the corrected model ( $F=156.087$  and  $P < 0.05$ ) and all the six (6) proxies of socio-cultural norms were significantly related with employment decision at 5% level. The directions of impact of these socio-cultural norms over employment decision were all positive, except gender discrimination, which reveals that women received less opportunity than their male counterparts. This invariably has negative effect on the employment decision in the selected banks. It was recommends that Nigerian governments at all levels should liaise with traditional rulers and other stakeholders to ensure that all harmful and traditional practices, which affect only women, should be eradicated.

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**Keywords:** Gender, Discrimination, Employment decision, Cultural, Norm, Religious, Kano metropolis

## INTRODUCTION

Gender discrimination is a social issue which has given rise to serious discussion among scholars and practitioners. In the Nigerian society, the first question people habitually ask when a baby is born is 'Is it a boy or a girl?' Once the child acquires the gender identity, he/she begins to assemble gender roles in masculine and feminine traits. Discrimination happens to both males and females, depending on individual situations; however, it affects the females predominantly because they are identified as delicate, dependent and emotional while males are perceived as tough, aggressive and independent (Alamveabee, 2005; Azuh, Eghaevba & Azuh, 2014; Anyalebechi, 2016). Due to these differences between males and females, society tends to assign more challenging tasks to men and less demanding tasks to women (Pearson, 2000). Gender is therefore concerned with the psychological, social and cultural differences between males and females in addition to physical traits, characteristics and personalities (Aina, 2008).

Before Nigeria got her independence, women were not entitled to the same rights and privileges as men (Benishikh, Ghide & Dunoma, 2018). Women were not allowed to vote, as stated in the Clifford's Constitution of 1922, restricting the electorate to adult males in Calabar, Lagos and Kano. In addition, they were usually required to surrender the control of their property to their husbands upon marriage because of the patrilineal system which confers rights of inheritance on the male child (Jannatul, 2011; Igbuzor, 2012).

Despite the effort of the Federal Government to give equal gender opportunity to education, in the north, the females' educational and

occupational opportunities were grossly limited on the account that women were supposed to consider motherhood as the main purpose of their existence; they were expected to produce children, cook, clean, wash, take care of men and be subordinate to male authority (Oganwu, 1996; Sergeant, 2009).

Though, the decision of employment goes beyond which employees are due for a particular job or raises, managers may also acquire information to make and implement decisions about employment - usually due to promotions/demotions, transfers, separations, among others - in the money deposit banks, depending on the recommendation of the HR unit (Ridgeway, 2015). It was observed by Iloegbunam (2016) that during the 90s, bank job was more of male occupation and all bank tellers were men.

In northern Nigeria, there is a strong male-controlled structure which is a major feature of their traditional societies that maintained the sexual division of labour in the household. The same structures restrict women's availability for wage work and indirectly condition the terms of employment for those who enter the organisation (Aina, 2008; Jannatul, 2011; Bensheikh, 2015).

Wolfe (2017) opines that women are discriminated against for no other reason than that they are female and the prevailing effect of gender discrimination on employment decision in most banking sectors, especially in the money deposit banks in the northern states of Nigeria, had been rooted in socio-cultural and religious factors. However, today, the situation is changing and banks are engaging greater numbers of women as senior and management staff (Omolewa,

2002 in Bensheikh, 2015). Benisheik (2015) affirms that a new trend in all the banks, especially the new generation banks, is that if preference is given to men in particular banks and in particular sections of the bank, women are also given less preference. For instance, Kura and Yero (2013) claim that only one financial institution had ever been headed by a female while Kabeeer, Assad, Darkwah, Mahmud, Sholkanny, Tasneem and Tsikata (2013) report that such has never happened in any banks in the northern zones.

From the background, it is imperative to highlight some fundamental gaps that will define the present study. Firstly, previous studies did not focus on gender discrimination and employment decision of money deposit banks in Northern Nigeria. In addition, previous studies had limited their focus to solely gender stereotypes while social roles remain static, with the majority of women still carrying the primary family responsibilities. Secondly, to the best of the researcher's knowledge, reviewed literature has revealed that women in Northern Nigeria are still less educated and are more likely to suffer career interruptions than men (Kura & Yero, 2013). The differences in educational levels are still significant among older workforce and still persist among younger ones (Ohotu, 2017).

The foregoing and the inconsistency in the previous studies have generated serious controversies with regards to gender discrimination within the money deposit banks in relation to employment decisions. It is on such premises that this work intends to bridge this gap by focusing on the effect of gender discrimination on the employment decisions of selected money

deposit banks in Kano state, Nigeria. Based on the problems identified above, the following hypothesis was formulated in null forms to guide the study:

Ho1: Socio-cultural norms do not have effect on employment decision in the banking sector in Kano metropolis.

## LITERATURE REVIEW

Relevant literature to the study is reviewed in this section. This will reveal what has been achieved in previous studies and highlight the focus of the present study.

### Gender Discrimination

The origin of gender discrimination in employment can be traced to the history of industrial revolution. In the earliest stages of human civilisation, female work was confined to simple tasks: gathering was socially defined as the work of women and children, while farming and hunting was something that men did (Miller & Razavi, 2014). However, it was in the 1970's that American and English feminist started using the term gender (Hurtig, Kail & Rouch, 1991 in Heather, Vanessa & Deborah, 2009).

The term gender developed at a remarkable pace in the early 1980's (Nairobi Conference, 1985). Its usage was facilitated by the holding of a succession of important conferences, such as the Cairo conference (1994) and the Beijing conference (1995), during which the term definitely established itself (Landine, 1999; Deaux & Lewis, 2008). The gender concept implies the grouping together of all the differences identified between men and women: individual differences as well

as differences in social roles or cultural representations (Elizabeth, 2009).

The term gender is distinguished from sex but, most times, the concepts are used interchangeably; for instance, the term gender is used to describe social and personality differences between men and women. It also refers to that which society defines as masculine and feminine, while sex on the other hand is a term that is used to classify species into either female or male; only females can give birth and breastfeed while male hormonal and genital structure differ from that of females (Akin, 2008; Kura & Yero, 2013).

From the workforce context, gender discrimination can be defined as the giving of an unfair advantage or disadvantage to the members of the particular group in comparison to the members of the other group (Kelly, 2006). Gender discrimination thus explains any distinction, exclusion or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the recognition enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedom in the political, economic, social, cultural, civil or any other field (The Convention on the Elimination of All Forms of Discrimination against Women, 2008; George & Chukwuedozie, 2015; Goldman, 2017; Daudu, 2007).

### Forms of Discrimination

In industrial organisations, different types of discrimination were identified and were subdivided into direct and indirect discriminations (Daudu, 2007; Willey, 2000; Ross, 2008; George & Chukwuedozie, 2015).

- i. **Direct Discrimination:** this is more or less an obvious form of discrimination, which is easily detectable at first sight. An example of this may be some internal or external job advertisements that state that only a specific gender, in this case men, can be considered as candidates (Willey, 2000). This is direct discrimination that is explicit and is not related to a candidate's potential, ability or merit (Willey, 2000). The intention of the employer is assumed, in such cases, of glaring direct discrimination, as the victim does not have to furnish any type of evidence to support (Goldman, 2017) claim, as it cannot be justified.
- ii. **Indirect Discrimination:** On the surface, this type of discrimination might seem nonexistent or is harder to prove. Indirect sex discrimination takes place when a requirement or condition is applied equally to men and women. However, the condition has the effect that, in practice, it has larger proportion of disadvantages for one sex than the other because the disadvantaged sex find it harder to fulfill the requirement or condition, and it cannot be justified on grounds other than sex (Ross, 2008). Since this is a complicated type of discrimination, the following four-stage process of socio-cultural norms are further explained as thus:
  - a. **Age Discrimination:** This refers to any different treatment on the basis that an employee is above a particular age (Jayachandran, 2015; Sally, 2013); it can be unintentional or deliberate, unconscious or explicit. Age discrimination is often manifested in such organisational practices as limiting

other workers from substantive job responsibility or access to job-related career development opportunities (James, Mc-Kehnie & Swanberg, 2012).

The common form of age discrimination in Nigeria is the requirement that job seekers must be below 25 years or 35 years of age. Age specification for job seekers appears to be the best example of age discrimination in employment. In Nigeria, fresh graduates who are above 30 years of age are not allowed by the National Youth Service Corps Act to serve the nation, but are given exception certificates; this is without doubt, an age discrimination against many older graduates who may be willing to serve their fatherland.

- b. **Sexual Harassment:** Harassment can include sexual harassment or unsolicited sexual advances, requests for sexual favours, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature; it can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.
- c. **Religious Discrimination:** Nigeria is a diverse society with very heterogeneous population with respect to culture, language, ethnicity, religion and class (Livanos, Yalkin & Numez, 2009). The Constitution restrains the state from establishing state religion; this implies that the state should not discriminate, favour, promote, patronise or disfavour a person from any religion (Constitution of the Federal Republic of Nigeria 1999 in Iloegbunam, 2016).
- d. **Sex Discrimination:** Sex imbalance permeates every facet of the Nigerian society and it comes in several forms described as the harmful traditional practices against women (Wills Act, 1837); these include genital mutilation, child marriage, ritualistic widowhood practices, nutritional taboos, cult prostitution, domestic violence, negative religious practices, discriminatory traditional land tenure practices and the strong belief, among other things, that women should occupy a domestic environment and not be engaged in other employments. Inheritances under customary law are generally heavily weighted against women. For example, in Igbo tradition, the eldest son will inherit the personal property of a deceased, including wives and slaves (George & Chukwuedozie, 2015).
- e. **Nationality Discrimination:** National origin discrimination involves treating people (applicants or employees) unfavourably because they are from a particular country or part of the world, because of ethnicity or particular accent, or because they appear to be of a certain ethnic background (even if they are not). National origin discrimination also can involve treating people unfavourably because they are married to (or associated with) a person of a certain national origin.

## Effect of Gender Discrimination on Employment Decision

To Manheim and Manheim (2012), employment decisions go beyond determining which employees are due for raises. Through regular, objective performance appraisals, managers acquire information to make and implement decisions about promotions, transfers, demotions, separations, and compensation. In most organisations, outstanding employees are recognised for their hard work and outstanding performances and subsequently awarded promotions.

Drucker (2008) refers to employment decision as decision-making; whatever a manager does, he/she does through making decision. The job of management involves the making of innumerable decisions; hence many persons think that management is decision-making. The word 'decides' means to conclude or make a resolution about what one expects to be done at some later time. According to Jones (2006) it is a solution selected after examining several alternatives, chosen because the decider foresees that the course of action he selects will do more than the other alternatives to further his goals and will be accompanied by the fewest possible objectionable consequences.

The following are some of the effects of gender discrimination on employment decisions:

- a. Individual Mental Health Issues: If someone is experiencing gender discrimination at work, mental health issues might ensue. Kemi and Jenyo (2016) submit that an individual being discriminated against may develop higher anxiety levels, be more prone to outbursts and depression. He or she might turn to drugs or alcohol to cope, and that could adversely affect his/her ability to perform her job duties.
- b. Increased Conflict: Discrimination is a form of harassment, and it has the tendency to increase the conflict in the work environment (Kelly, 2006). It can fracture a team, with one group siding with the person discriminated against, and one side for the alleged discriminator.
- c. Poor Organisational Morale: When conflict increases in the office, people feel it. It permeates the company, down to the least-significant activities, such as getting coffee at a different time to avoid the conflict. The overall morale of the team falls, as people start walking on eggshells to avoid any escalation in the conflict. Poor morale has a negative effect on corporate culture and is directly felt by customers.
- d. Reduced Productivity: With increases in conflict and morale falling, office productivity will diminish, as well. As a business leader, you know that employees who are happy and comfortable at work are the best performers. When people are trying to avoid negative behavior, such as experiencing or witnessing gender discrimination, it can have a significant impact on the bottom line of the business itself (Pearson, 2000).
- e. Legal Issues: Employers need to be concerned with more than just the company morale and productivity when it comes to gender discrimination (Tsui, 1996). There are legal issues to consider. Discrimination of any sort, including gender equality, can lead

to adverse legal actions. If a company does not address discrimination accusations and actions appropriately, a disgruntled employee could bring a lawsuit against the company for not protecting their rights.

## Remedies for Gender Discrimination

Peterson and Thea (2006) posit that the relief or remedies available for employment discrimination, whether caused by intentional acts or by practices that have a discriminatory effect, may include: back pay, hiring, promotion, reinstatement or front pay. Remedies also may include payment of attorney's fees, expert witness fees and court costs. Under most Equal Employment Opportunity Commission (EEOC) enforced laws, compensatory and punitive damages also may be available where intentional discrimination is found. Damages may be available to compensate for actual monetary losses, for future monetary losses, for mental anguish and inconvenience. An exception to the non-discrimination rule is that, if it is objectively proven that only workers of one sex can perform all the tasks related to the job, then the employer is allowed to recruit only men or women for the job (Bertrand, 2010).

Men and women doing the same job have the right to receive the same training and educational opportunities. Employers should not discriminate when deciding which employee to promote. They must consider their skills, education, performance, seniority and not gender. Employers should not apply different working conditions to men and women doing the same job.

Pregnancy and maternity represent a period during which women are particularly vulnerable in terms of their health (Joyce, 2011). Women are therefore protected by domestic and international laws against specific risks linked to their condition. These rights aim to protect women's health in the workplace by granting them a minimum period of leave, while preventing this from being used as an excuse for discrimination against them in the workplace. Income from women's employment is important to the economic security of many families, particularly among low paid workers and accounts for over one-third of the income in families where both parents work.

Every society must seek to empower women and protect them against gender based discrimination. This is important because in most societies, women constitute more than 50% of the population. This makes the development of women very crucial and integral to the development of any society. Any society that neglects to protect women faces the imminent danger of gross underdevelopment. As a matter of fact, it has been shown that most developed societies have progressive laws that favour women: this means that there is a strong connection between the development of women and the development of any society (Laurettai, 2014).

## Theoretical Framework

Some of the theories underpinning the study of gender discrimination and employment decision are Marx's (1848) socialist theory, Wollstonecraft's (1794) feminist theory and Adams' (1960) equity theory.

**Socialist Theory:** The socialist theory starts from 1848 with Karl Marx and Friedrich

Engels as its major proponents. The theory originated within socialist thought, which blames the existing material inequality in society for most or all of its ills. Socialists assume the feasibility of the elimination or great reduction of this material inequality and with it, the elimination of almost all social inequalities as well as status hierarchies. In line with this assumption, socialists generally expect that the smaller the differentials in standards of living or property in a society, the smaller also the status differentials between men and women.

Marxism located the origins of all inequality, more specifically, in the private ownership of the means of production by one class and contends that the elimination of all inequalities will be affected by the expropriation of the privately owned means of production by the revolutionary proletariat (working class) and by their subsequent administration by society for the benefit of all. In the same vein, Engels claims that the cause of women's inferior status is class society and the forms of family organisation it produces and that once class society is abolished, and the state withers away, the patriarchal family will also disappear. Engels blames capitalism for the current separation of the place of reproductive work, that is, the family home, from that of productive work, that is, the factory, which has made women's participation in social production more difficult and limited.

**Feminist Theory:** Mary Wollstonecraft (1794) proposed the feminist theory, extending feminism into theoretical, fictional, or philosophical discourse. Its aim was to understand the nature of gender inequality; hence the theory examines women

and men's social roles, experiences, interest, chores and feminist politics in a variety of field such as sociology, psychoanalysis, home economics, literature, education and philosophy. Feminist theory focuses mainly on analysing gender inequality. Within feminism, there are at least four distinct major frameworks and each of these views the issue in gender discrimination from a different perspectives.

For instance, the liberal feminists posit that gender discrimination has its origins in historical traditions that have set up barriers to the advancement of women; it emphasises issues such as individual rights and equal opportunity as a basis for social justice and reform. The theory further assumes that the socialisation of women into gender roles contributes to the discrimination experienced by women in most society.

**Equity Theory:** Equity theory was first developed by J. Stacy Adams (1965) a workplace and behavioral psychologist, who asserted that employees seek to maintain equity between the inputs that they bring to a job and the outcomes that they receive from it, against the perceived inputs and outcomes of others. It focuses on determining whether the distribution of resources is fair to both relational partners. Equity is measured by comparing the ratio of contributions (or costs) and benefits (or rewards) for each person. The belief is that people value fair treatment which causes them to be motivated to keep the fairness maintained within the relationships of their co-workers and the organisation. The structure of equity in the workplace is based on the ratio of inputs to outcomes. Inputs are the contributions made by the employee for the organisation. Equity

is measured by comparing the ratios of contributions and benefits of each person within the relationship.

Partners do not have to receive equal benefits (such as receiving the same amount of love, care, and financial security) or make equal contributions (such as investing the same amount of effort, time, and financial resources), as long as the ratio between these benefits and contributions is similar. In any position, an employee wants to feel that their contributions and work performance are being rewarded with their pay. If an employee feels underpaid, then it will result in the employee feeling hostile towards the organisation and perhaps their co-workers, which may result in the employee not performing well at work anymore. It is the subtle variables that also play an important role in the feeling of equity.

The study adopted the feminist theory because it focuses on removing barriers to the advancement of women within society and formulating policies to promote equal rights for them. This has the tendency to bring about social change and defuse gender discrimination in the society.

### Empirical Review

There has not been many studies on the effect of gender discrimination on employment decision, specifically in the northern zone of the country, although few researchers have attempted to outline gender discrimination as a contemporary issue in our fast and ever growing society as it affects every aspect of life, including work environment. Baba, Hamman and Yahaya (2015) examined the effect of gender discrimination on human resource practices by doing an analysis of issues of

violation of women's rights. The specific objectives were to investigate whether gender discrimination has effect on human resource practices and to examine the reasons for gender discrimination in human resource practices.

The population of the study was restricted to 150 staff members of Federal Airport Authority of Nigeria. Superior and subordinates inclusive, 109 employees were selected as sample size which was determined by Taro Yamane formula. The research instrument that was used by the study in collecting information was the questionnaire. Linear regression analysis and the Statistical Package for Social Science (SPSS) were the tools used to measure the correlation between gender discrimination and human resource practices.

The findings revealed that majority of the respondents agreed that discrimination contributed to the human resources' problem encountered at the Federal Airport Authority. The study also revealed that 6.4% and 4.9% of the respondents strongly disagreed and disagreed respectively that there is no strategies to be applied to curb gender discrimination, while 41% and 44% of the respondents strongly agreed and agreed that there were some strategies to be applied by government to curb gender discrimination in Airport Authority.

The study concluded that more women than ever before were in Federal Airport Authority of Nigeria and that the women have made enormous advancement academically and professionally, especially over the last 15 years. The study concluded that discrimination on the basis of gender was a widespread issue in various workplace and conclude that in every

sector, effectiveness is commonly hurt by discrimination and employees can suffer from devastating effects of gender discrimination long after they had been subjected to it at their workplaces.

## METHODOLOGY

The research design for the study is descriptive in nature because the study involves eliciting information from some employees in the selected banks. This design was adopted because it has the advantage of using questionnaire without necessarily having to change the environment of the study. This population of this study was constituted by the banking sector in Kano metropolis. Three (3) banks were selected within Kano metropolis: First Bank Plc, United Bank for Africa (UBA) Plc and Guaranty Trust Bank (GTB) Plc constitute the sample of the study. These banks were chosen based on their proximity to the researcher as well as the availability of data and access to the banks, so as to save time as well as cost. Specifically, the banks were chosen because of the socio-cultural norms of the northern part of Nigeria, which is associated with women's participation rate or attrition rate which is linked to women's significantly lower success rates in promotion exercises.

The study covered both employer and employees within these stipulated banks. Since the exact population was unknown, the study has adopted a hypothetical sample of a total number of fifty (50) respondents from each bank, making one hundred

and fifty (150) respondents. Bradford and Cullen (2012) and Attewell and Rule (1991) have stated that hypothetical sample may be used for an unknown population. A purposive sampling technique was employed, offering everyone an equal chance of being included in the sample.

The instrument used in the study was the questionnaire. The questionnaire was structured into two sections; the first section was designed to obtain the socio-demographic variables of the respondents and the second section focuses on the study hypotheses. The questionnaire was based on the Resinlikert attitudinal scale of study coded in a five point Likert scale format. The codes are as follows: Strongly Agree (1), Agree (2), Undecided (3), Disagree (4) and Strongly Disagree (5). The data for this study were sourced from both primary and secondary sources.

The primary source of data was first-hand responses obtained directly from the target respondents through questionnaire. The secondary data was obtained from existing literature in the field of study which was available to the researcher such as: journals, textbooks, internet materials, unpublished write ups etc. The data collected through the use of the questionnaire were analysed statistically, using descriptive and inferential statistics. The hypothesis was tested, using simple linear regression model with aid of the Software Package for Social Science (SPSS) v.22 because of its ability to present data or information better through graphical presentation.

## FINDINGS AND DISCUSSION

### OF FINDINGS

$H_{01}$ : Socio-cultural norms do not have effect on employment decision in Kano metropolis

Table 4.1: Overall Significance of the Relationship Between-Subjects Effects of Socio-cultural norms and employment decision using Univariate Generalized Linear Model

Dependent Variable: Employment Decision						
Source	Type III Sum of Squares	df	Mean Square	F	Sig.	
Corrected Model	137.932a	6	22.989	156.087	.000	
Intercept	3.306	1	3.306	22.446	.000	
Gender Superiority	3.165	1	3.165	21.489	.000	
Sex discrimination	4.633	1	4.633	31.455	.000	
Gender educational difference	6.882	1	6.882	46.728	.000	
Cultural belief	2.192	1	2.192	14.884	.000	
Religious belief	6.457	1	6.457	43.841	.000	
Sexual harassment	1.293	1	1.293	8.782	.004	
Error	21.061	143	.147			
Total	1515.000	150				
Corrected Total	158.993	149				

a. R Squared = .868 (Adjusted R Squared = .862). Source: SPSS Computation, 2018

The adjusted  $R^2 = 0.862$ , also called the coefficient of multiple determinations, shows that the variance in employment decision is explained uniquely or jointly by the change in socio-cultural norm in the selected banks. This means that no fewer than 86.2% change in employment decision is caused by a unit increase in gender superiority, sex discrimination, gender educational difference, culture, religious and sexual forms of harassment which are collectively termed as the attributes of socio-cultural norms in the study area. Hence, the null hypothesis is rejected and the alternate hypothesis is accepted that socio-cultural norms have effect on employment decision in Kano metropolis.

A further 13.8% (unexplained) is attributed to other factors not investigated in the model. These other factors may include government policy and other working conditions. Therefore, there is the need for further research that should be conducted to investigate the other factors (13.8 percent) that determine the employment decision in the selected banks.

This variance is highly significant as indicated in the F-value in the corrected model ( $F=156.087$  and  $P < 0.05$ ) and all the six (6) proxies of socio-cultural norms are significantly related with employment decision at 5% level. Hence, by comparing the weighted sum of regression in Table 4.1, notably, the gender educational difference

(46.728) and religious belief (43.841) were the highest; this therefore implies that male employees in the banks are placed in strategic positions, over female employees based on the religious belief of male superiority and the educational advantage of male employees over female employees.

The two other factors - cultural belief and sexual harassment - are equally significant at 95% confidence level. Thus the intercept (22.446) and corrective model (155.087) are equally significant at 5%,

meaning that if a proper corrective measure was applied to zero or the socio-cultural problems reduced, the decision to manage employment in the selected banks will significantly improve at 5% level of significant. Likewise, there is the need to correct the impression of the management on gender educational difference, religious belief, sexual discrimination and gender superiority as shown in the beta-values of the regression parameter in Table 4.2 .i.e  $p < 0.05$ .

Table 4.2: Parameter Estimates Showing the Effect of Socio-cultural norm on Employment Decision

Parameter	B	Std. Error	t	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Intercept	.751	.159	4.738	.000	1.065	.438
Gender Superiority	.626	.135	4.636	.000	.359	.893
Sex discrimination	-.320	.057	-5.608	.000	-.433	-.207
Gender educational difference	.758	.111	6.836	.000	.539	.978
Cultural belief	.384	.099	3.858	.000	.187	.581
Religious belief	.411	.062	6.621	.000	.288	.534
Sexual harassment	.092	.031	2.964	.004	.031	.153

Source: SPSS Computation, 2018

Sexual discrimination with regression parameter (Beta=-0.320) reveals that there is an inverse relationship between sexual discrimination and employment decision and the result is significant at 5% level. This means that increase in sexual discrimination by 1% would have caused 32% decrease in employment decision and vice-versa. Gender superiority with regression parameter (Beta=0.626) implies that there is direct positive relationship between employment decision and gender superiority in the selected banks. This

means an increase in gender superiority by 1% will cause an increase in employment decision by 62.6%. This result complements the observable evidence in the study area with the belief that people hold that men are superior to women in the selected banks in the north central. The result is significant at 5% level.

Also the parameter (Beta=0.758) reveal that 75.8% of employment decision is affected by a unit change in gender education in the selected banks, which is equally significant at 95% confidence level. Cultural belief with

regression parameter (0.384) implies that 38.4% of employment decision is affected by 1% increase in cultural belief. Also religious belief with regression parameter (0.411) indicate that 41.1% of employment decision is caused by a unit increase in cultural belief, while a 1% increase in sexual harassment accounted for 9.2% increase in employment decision respectively.

The directions of impact of all socio-cultural norms are all positive except that of sexual discrimination which reveals that women receive less opportunity than their male counterparts. This results confirm the findings of Baba, Hamman, and Yahaya (2015) that social cultural norm, most especially gender discrimination, influence employment decision to diagnose human resource problem in the workplace. However, it is inconsistent with the findings of Nicole, Kaifi and Khanfar (2013) that more women were found in the workplace in Kuala Lumpur than the male counterpart. Therefore it is posited that socio-cultural norms have significant effect on the employment decision in the banking sector in Kano metropolis, Nigeria, at 5% level of significant.

## CONCLUSION AND RECOMMENDATIONS

Findings revealed that gender discrimination are related to employment decision variables such as women's employment, education, health, economic, religion and politics. In Nigeria, the participation of women in decision making is quite low due to factors such as culture and tradition which generally assign greater influence of authority, social status and opportunities to men and restricts women's role mainly to that of housekeeping. In the same

vein, this study has confirmed that there is perseverance in gender discrimination in selected banks in Kano metropolis in Northern Nigeria. This discrimination ranges from education to employment and the reasons for this situation have been traced to the historical, cultural, traditional, religious and the patriarchal structure of the society. The principle of federal character, meant to ensure equitable representation of states and ethnic groups in national appointments, in reality, places women at additional disadvantage by implying that they can only represent their states of origin.

Obviously, gender equality calls for equal rights, opportunities, and treatment for women and men, girls and boys in all domains of life. Women's right in most developing countries like Nigeria are still disregarded, especially in strategic positions. For instance, the number of women in the upper chamber of the National Assembly is 7 out of 109 senators, 14 in the National Assembly out of 360 Legislators; altogether, this is equivalent to 4.4% of the whole National Assembly. So also the Federal Executive Council has 3 Women, which is just 8.3%, out of 36 Ministers. Henceforth, if women are well empowered and have proper orientation about life and what it takes to become whatever they want to be, irrespective of their gender, religion and culture then it will thereby enhancing national involvement.

It is therefore recommended that:

- i. Nigerian governments (at all levels) should liaise with traditional rulers in Nigeria and other stakeholders to ensure that all harmful and traditional

practices which target only women are undermined.

- ii. The compulsory girl-child education, which Nigeria has already adopted, should be enforced and sustained and there should be adequate measure in favour of women to command resources and have political voices.

- iii. For a country's development to be meaningful, it should enable all willing and able persons, irrespective of their sex, to fully participate in income generation and compensatory employment. Therefore, increased participation of women in the labour force will be an indicator of development in the Nigerian economy.

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