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**Motivation factors affecting female
labour force participation in Nigeria: a
case study of Nsukka town**

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MOTIVATIONAL FACTORS AFFECTING FEMALE LABOUR
FORCE PARTICIPATION IN NIGERIA:
A CASE STUDY OF NSUKKA TOWN

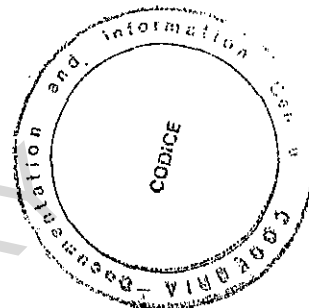
A PROJECT REPORT
PRESENTED TO
THE DEPARTMENT OF ECONOMICS
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BY

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Wishing you well in the years ahead

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July, 1996.

ABSTRACT

Economists have long been faced with the problem of explaining the labour force behaviour of men, women and children. Why people work is one of the questions behind the economist's concern with labour as a factor of production. This study is an attempt therefore to answer the question as it pertains to females in Nsukka town.

The main objective of the study is to identify the reasons why females work and to highlight the relationship between the motives and the personal characteristics of the females. The study also investigates the attitudes of males towards female participation in work.

A multi-stage sampling procedure was adopted in the selection of the final sample of 500 females and 20 males interviewed. The questionnaires were administered personally. Chi-square (χ^2) test of homogeneity of populations and test of equality of proportions were the statistical tests used to investigate the nature of the variations observed in the comparison between motives and characteristics.

The results showed that, of the eleven motives identified as reasons why females work, to be self-supporting is the most important, followed by the desire to have security; to help raise children ranks third. Of least importance are the motives to escape boredom and to have prestige, power and control. It was also discovered that the priority of females,

in the different categories of all the characteristics, with respect to their motives for work varied. This was confirmed with the rejection of homogeneity for all the characteristics. The test of equality of proportions was then used to determine the nature of these variations.

The majority of the men interviewed were of the opinion that in view of today's economic realities both husbands and wives should work and earn incomes. They also stressed that couples should count the real cost of female participation in work, since this causes stresses and strains in the families.

This project report, therefore, contributes to our knowledge and understanding of female motives for work. It should also enhance the ability to plan effectively for greater participation by the females and eventually greater productivity for the nation.

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CHAPTER 1

INTRODUCTION

In Nigeria, female labour force participation is not a new phenomenon. Over the years, they, like other women throughout Africa, have always worked as farmers, traders, teachers, civil servants, etc. The type of work a Nigerian woman engages in, depends on her educational attainment among other factors. A woman can thus be working as a wage earner (with a minimum of primary six certificate) or a self-employed (mostly without formal education.) However, the majority of the Nigerian working women are illiterate because of the past emphasis on male education.

On the whole, the structure of the Nigeria economy has changed tremendously over the last decade, 1974 - 1984. New challenges emerged for females, many more becoming enlightened. As women are playing, and are expected to play an increasing role in Nigeria's development; it is important to understand their motives for involvement in the world of work; hence a study such as the present one.

The work is organised in five major chapters. The first two chapters deal with the introduction and methodology respectively, while the third chapter provides a general profile of the Nigerian labour force structure. The fourth chapter which is the major contribution of this study, focuses on the analysis and discussion of the data collected from the field survey with

the aid of questionnaires. In addition, it tests the various sets of hypotheses. The fifth and final chapter is the summary, implications and conclusion of the work.

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1.1 STATEMENT OF THE PROBLEM

Economists have long been faced with the problem of explaining the labour force behaviour of men, women and children. Why people work is one of the questions behind the economist's concern with labour as a factor of production. Also behavioural theories such as Maslow's, Herzberg's, Homan's and Vroom's, have tried to throw light on why people work.

Superficially, the reason why people work appears to be absurdly simple. Of course, they must work to be able to put bread on the table. While this reason is certainly valid, it is interesting to probe further and find out the ultimate motivation for working.

A large volume of literature has been written about the pressures on women emanating from their dual roles of child bearing/rearing and active participation in the labour force. For instance, Papohunda [1978] notes that "... the demands of these two different forms of productive activities may increasingly be in conflict, thereby putting undue pressures on the women." Also Gloria Amon-Nikoi [1968] and Nici Nelson [1980] referred to the demands made on women by this dual role of mother-worker.

Despite the above pressures, available statistics show a high proportion of Nigerian women participating in the labour force. For instance, the 1966/67 Labour Force Sample Survey, showed an overall participation rates of 64.8 per cent for all women, 60.4 per cent for urban women, and 65.6 per cent for rural women.

These high participation rates have stimulated the interest of this writer, with regard to the economic analysis of a woman's decision to work. Hence the research problem arises from the fact that very little is known about the motives behind female labour force participation in Nigeria. There is therefore a gap in the literature with respect to motivation.

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1.2 THE PURPOSE OF THE STUDY

In the light of the above statement of the problem, the main purpose of this study is to identify the major factors that motivate women to work. The study also sets out to investigate some other derived objectives.

These derived objectives are firstly, to relate the stated motives to the personal characteristics of the respondents; and secondly, to identify and study the attitudes of males (whether fathers, husbands or brothers) to these working females (whether married or single).

HUSBAND/FATHER FACTOR refers to the importance of the husband/father in the labour force participation of females.

CIVIL SERVANTS refers to all workers in the ministries and parastatals that are not teachers.

A Statistical Population represent the target of an investigation and it is the complete set of possible measurements corresponding to the entire collection of units for which inferences are to be made. [Hoel & Jessen, 1977 Pg 158]

A sample is the set of measurements that are actually collected in the course of an investigation. [Hoel & Jessen, 1977, Pg 150]

A parameter is any numerical feature of a population distribution. [Hoel & Jessen, 1977, Pg 178]

Statistical Inference is the drawing of generalisations about population parameters from an analysis of the sample data.

[Hoel & Jessen, 1977, Pg 125]

Females in this context represent both single girls and married women.

Professionals include Lawyers, Doctors, Pharmacists, Engineers etc.

Illiterates in this context represent females without any formal education.

Educated females represent those with formal education.

1.3 A REVIEW OF PREVIOUS STUDIES

Despite the incapacitating nature of the lack of data in Nigeria, this writer has come across numerous studies on women and labour force participation. However, a large proportion of these studies mostly concentrated on labour force determinants and constraints, with very few focusing on labour force behaviour such as motives and attitudes to work. As a result only a brief summary of the work done on problems very closely related to the one at hand (motives) will here be undertaken.

Norman (1961) in "Labour Force Behaviour: A case study of Married Women" in Ohio, U.S.A. analysed the labour force attachment of two samples of married women. One sample included 25 women who were in the labour force and the other sample of 25 women who were not in the labour force. The study showed economic and non-economic components of standard of living to be important factors in explaining the labour force attachment of married women. Of the 25 women in the labour force, only a minority were working primarily to achieve economic ends. Likewise, only a minority of the women are working primarily because they reject the traditional role of wife-mother. The majority of the women were working in order to meet economic needs and to satisfy psychological needs. The non-economic components of a married woman's standard of living accounted for the non-participation in the labour force of the other 25 women. These women were not

working because they had children who were in school or were too young to attend school, or their husbands opposed it.

This is related in part to the investigation of this writer, since it focuses on labour force behaviour, however this writer intends to look at females in general and also will include the relationship between these motives and the personal characteristics of the female respondents:

The work by Blake [1966] analysed the mobility and motivations of women for working. The survey included groups of 224 women. Cross tabulations were done and the findings showed that migrant status and age were significantly associated with mobility. Motivations found in the study to be associated with women employment are (1) the need to supplement the family income, (2) self-support, (3) boredom; (4) professional goals.

These motives correspond with those identified by Okojie (1980) in Benin City. Her work was based on a preliminary analyses of 624 women and economic necessity was identified as the major reason why urban women work. They include the desire to supplement husband's income, to support self and children, and to satisfy one's needs. Relatively few respondents gave personal satisfaction and the need to escape boredom as the major reasons for working.

Following the same line, Di-Domenico (1980) in Ibadan, sought to find out reasons why the women worked. Four major responses were given namely: making use of their education and

training; buying things for themselves; caring for their children and supporting their family in the event of the death of their husbands.

Solomon (1970) focused on (1) characteristics of women workers in Arkansas compared with other states in U.S.A. (2) utilisation of the female labour force in Arkansas and (3) incomes of women workers in the state. The major findings of the paper were that a majority of women in Arkansas work because they or their families need the money and also that women in Arkansas were pushed into labour force by economic needs and pulled into the labour market by increasing job opportunities.

The above result corroborates Osibodu's (1980) findings, where with a total of 25 women, who were randomly selected for the study, the major reasons for becoming a wage earner, were given as the desire to supplement family income, to be self supporting and to be part of the national labour force. The study further went on to focus on the constraints on women's labour force participation due to their dual roles of mothers and wage-earners.

Another aspect of labour force behaviour was investigated by Karanja-Diejomah (1980) in her study on women and work. She conducted an investigation of female and male attitudes to women and work in the metropolis of Lagos, Nigeria. The data analysed were based on a disproportionate stratified sample of 300 male and female respondents randomly selected from a list of Nigerian

Federal Civil Service workers in Lagos. The focus of the study was on employees in the modern sector since they have had a Western type education, and they were expected to have Western ideas and values. The aim was to determine the extent to which current female and male attitudes on women and work are based on traditional African or Western values.

It was found that both males and females fully approved of married women going out to work. However, there was a strong feeling that married women with very young children should not work until the children are grown up. Male workers tended to prefer women working in the traditional "women's" jobs of teaching, nursing etc. It was also found that sexual harassment of single girls and married juniors was pervasive. There was agreement between males and females that sex discrimination against females was common in job selection. The males, however, felt that ambitious and successful women at work did not perform well as wives or mothers. On the whole, the study showed a considerable harmony in the attitudes of females and males towards the participation of women in work.

Mark (1963) in "Some Aspects of the Relationship between the Labour Force Participation of Women and Changes in Household Technology," in Illinois, U.S.A., made his own contribution, by revealing that improved forms of household technology had benefited home workers not only with savings in time and labour

in performing specific household tasks, but also had provided them with that degree of flexibility in time allocation to permit the use of freed time in optional courses of action, including labour force participation. Hence improvement in technology is an influential factor on increased labour force participation rates of women.

The paper by Ilori (1980) is supposed to be dealing with factors that determine whether or not women work as stated by the title "Determinants of female labour force participation in rural Nigeria and its implications for Development," instead, it ended up identifying the reasons why women worked. These are two different aspects of women labour force participation. It can be compared with another study on virtually the same topic, this time on urban rather than rural women. In Okojie (1983) "Determinants of labour force Participation of Urban Women in Nigeria," the most significant determinants of female labour force participation were age, marital status, education, relations of respondent to household head, household type and size, husband's employment status and number of children. Above all, in dealing with motives, we are focusing on female labour force behaviour as have been shown in Norman (1961), Solomon (1970) amongst others.

As has been stated earlier, these numerous studies on women labour force participation focus on the determinants and

obstacles faced by women in the work process of place. Consequently, the importance of the forces that motivate women to work have been neglected. Some studies that deal with these motives do so briefly as can be seen in Osibodu (1980), Di-Domenico (1980), Okojie (1979) and Ilori (1980).

In all these studies cited above, the reasons why women work were discussed in few sentences, in some cases in one paragraph of the entire work. When compared also with the numerous studies available on women and Labour Force Participation (LFP) one can not but feel that there is a gap.

This is the basis for this study because it is important to study the forces that motivate the Nigerian women to work in greater depth. Its importance derives from the fact that, we must try to find out the thoughts, feelings and attitudes of these women which motivate them to work.

1.4 JUSTIFICATION OF THE STUDY

This project intends to identify the factors that motivate women to participate in the labour force. It is necessary to learn about the thoughts, feelings and attitudes of women that motivate them to work.

The question may then be asked: Why is it useful to study in detail what motivates people to work? Why not, when work is usually the most important thing people do in their lives and moreover, since work affects their sense of well-being and mental health. This emphasis on the motives also stems from the need to pay more attention to the women as individuals and to their feelings, since this will help to improve their participation rates.

Moreover, it is of utmost importance for under-developed countries such as Nigeria, to focus attention on the motives that induce women and indeed the entire population to work. This is because the advanced countries dismiss these motives by insinuating that working is only motivated by nothing more than the need for basic physical survival.

Also since the productivity made in the process of our work depend on our motives for work, it is therefore important to investigate these motives with a view to improve productivity. It is therefore the view of this project, that it is very important to identify the very forces that motivate Nigerian

women to work. In addition, it will be useful to find out whether or not there are relationships between the motives and the women's personal characteristics.

This project will be of use to policy makers by helping them to plan future strategies about women's increased participation in the labour market. Indeed, it will be of use also to the Nigerian Women Organisations and the National Manpower Board. International Organisations such as the United Nations Educational, Scientific and Cultural Organisation [UNESCO] and International Labour Organisation [ILO], will also benefit from the results, since they have each individually shown a lot of interest in the contribution/participation of women to the economic development of Third World Societies.

1.5 HYPOTHESES OF THE STUDY

- HO₁: Motives for work are the same for the different age groups.
- HA₁: Motives for work are not the same for the different age groups.
- HO₂: Motives for work are the same for both illiterate and educated females.
- HA₂: Motives for work are not the same for both illiterate and educated females.
- HO₃: Motives for work are the same for both single and married females.
- HA₃: Motives for work are not the same for both single and married females.
- HO₄: Motives for work are the same for all females irrespective, of number of children.
- HA₄: Motives for work are not the same for all females irrespective of number of children.
- HO₅: Motives for work are the same for all the different occupational groups.
- HA₅: Motives for work are not the same for all the different occupational groups.

1.6 DEFINITION OF TERMS

The following are the definition of words as used in this study:-

MOTIVE is an inner impulse, that which makes a person act in particular way. [McCormick and Tiffin, 1974 Pg 52]

LABOUR is the voluntary efforts of human beings to produce objects of desire.

LABOUR FORCE consists of persons who work for pay or profit, or in a family enterprise or are temporarily absent from work, or are looking for work. [ILO, 1974, Pg 2]

LABOUR FORCE PARTICIPATION RATE of a population is defined as the proportion of the population that is either employed or in search of employment in the labour market during a given period of time. [ILO, 1974, Pg 2]

WORK as used in this study refers to activities outside the household done for pay or profit.

ECONOMICALLY ACTIVE POPULATION comprises of all persons of either sex who furnish the supply of labour for the production of economic goods and services. [Federal Republic of Nigeria, 1972 Pg 47].

HOUSE HELP refers to servants who help with domestic chores in the homes.

CHAPTER 2:METHODOLOGY

The Nsukka town was selected for this study because it approximates what could be termed a representative of the Federal character of Nigeria and also an international community. With a University in the town, people from different parts of the world live and work there. It also creates an opportunity for both urban and rural life-styles, in the sense that foreigners to the town, work either in the offices or ministries or university campus. While a sizeable proportion of the indigenes still depend on near subsistence agriculture and the sale of the surplus there-from as means of livelihood.

The project involves the questioning of respondents to obtain the relevant information via questionnaires. The method of administration of the questionnaires is by personal interviews. The sample size was determined after due consideration had been given to available funds, the fact that the questionnaires would be administered to the respondents by the researcher and the time it would take to complete the study. On the basis of these considerations, it was decided that a total of 500 females, both single and married, would be interviewed.

2.1 THE QUESTIONNAIRE

The questionnaire was put in its final form, after comments and suggestions had been received from various members of the academic staff and other women used for the pretesting of the sample questionnaires. It can be grouped into four broad sections.

Section one deals mainly with the personal characteristics of the respondents. Questions were asked to ascertain their age, marital status, religion, number of children, and their level of education.

The second section deals with questions as to where these females work, the type of job they do, when they first started to work and to find out if they had ever changed jobs and how they got their jobs.

In the third section, the questions are designed to find out the real reasons why the females work and to find out if there are any other ways they try to supplement their incomes and why.

The final section deals with the husband's occupation. It also seeks to find out if these husbands earn more than their wives in whatever they do and if they influence their wives' decisions about work.

2.2 THE SAMPLING DESIGN

A multi-stage sampling procedure is adopted in the selection of the final sample of females to be interviewed.

Stage 1 This is the division of the town into four major clusters [fig. 2.17]. These are:- University campus, Onuiyi Area, Odenigbo Area and Ugwuoye Area. This is based on the fact that the old frame, i.e. the number of wards in Nsukka town, from the 1963 census has become obsolete [22 years old] and there has obviously been new additions over the years. Therefore, owing to lack of existing frame for the new Nsukka urban, and for a more up-to-date and realistic picture, based on the researcher's knowledge of the town, the division into the four major clusters mentioned above has been adopted.

Within the four major clusters, we expect to find identical groups of females. For instance, amongst the population in each of these major clusters, we have illiterates, averagely educated and highly educated females from all walks of life. The sample size of 500 females is shared by the four clusters i.e. 125 females would be from each major cluster.

Stage 2

In order to ensure that the questionnaires are well spread out, the second stage would be a further division of the major clusters into sub-clusters. For instance, the University campus is divided into four sub-clusters namely:-

1. Odim, Imoke, Eze-Opi, Louis Mbanefo, Eni Njoku and Alvin Loving.
2. Murtala, Junior Staff Quarters, King Jaja and Mbonu Ojike.
3. Umunkanka, Dan Fodio, Ako Okwoli, Zik's Drive and Fulton.
4. Ikejiani, Elias Avenue, Margaret Cartwright and Ukuta Close.

Onuiyi area is further divided into four sub-clusters:-

1. Ibagwa Road, Obollo Road and Catering Rest House Road.
2. MCC Road and Alor Uno Road
3. Central Onuiyi
4. University Road.

Odenigbo area is divided into four sub-clusters:-

1. Odenigbo Road
2. Ofulonu Road and Ogurugu Road
3. Edem Road and Barracks Road
4. New Anglican Road, Ugbene Road and Umu Kashi Road.

Ugwuoye area is divided into four sub-clusters:-

1. Enugu Road
2. Aku Road
3. Orba Road
4. Ugwuoye.

Therefore there would be 125 females for each of the four major clusters and 31 females for each of the sub-clusters except the last sub-cluster in each major cluster which has 32 females.

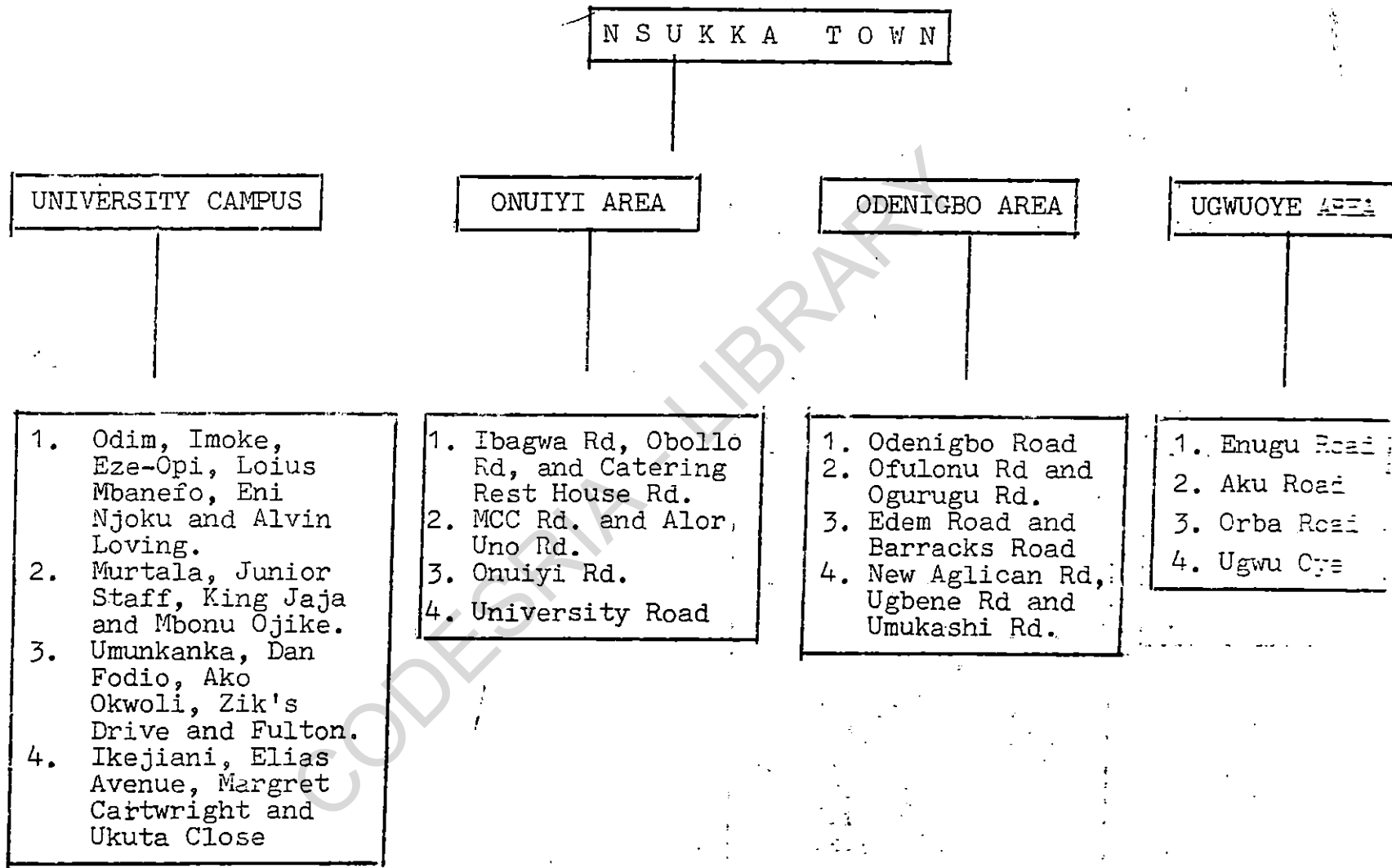


FIG: 2.1 THE CLUSTERING OF NSUKKA TOWN

2.3 THE SURVEY OPERATION

The survey operation started on February 21st, 1985 and lasted for 12 days. Since the Nsukka town had been divided into four major clusters by the researcher, based on the reasons already given, three days were devoted to each major cluster, until the entire Nsukka town was fully covered.

At the end of each day, the questionnaires were reviewed to check if the questions were properly answered. Many of the respondents were got in the evenings after the days job. Some were quite willing to oblige while others bluntly refused.

Some of the trips were repeated because the respondents were either initially absent or ill disposed to attend to the researcher. The financial strain was enormous because the questionnaires were personally administered. This was due to two major factors; first of all, to ensure prompt and accurate response to the questions asked and secondly to ensure a good number of responses for a more reliable analysis of the problem at hand.

On the whole, the response was encouraging. 500 questionnaires were filled and collected so that the time, effort and cost expended was worth it after all.

2.4 DATA PREPARATION AND PROCESSING

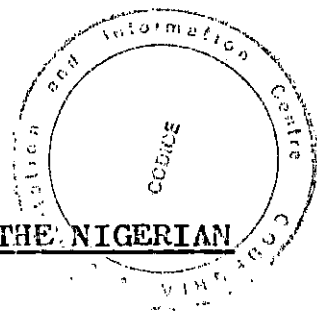
The data are arranged in tabular form under various headings based on the information got from the questionnaires. In presenting the data, the main focus is on identifying the personal characteristics of the respondents and their motives for work.

In the analysis, chi-square (χ^2) test of homogeneity of populations will be used to find out if the motives for work are the same for all the different categories of females. That is, if the motives for work are the same for all the females in the different age cohorts; if the motives for work are the same for both illiterate and educated females; if the motives for work are the same for both the single and married females; if the motives for work are the same for all females irrespective of their number of children; and if the motives for work are the same for all females in the different occupational groups.

If the test of homogeneity is rejected for all the categories, that is, that the motives for work are not the same, then the test of equality of proportions of two populations will be used to test for the differences. Here the various sub-groups would be compared to identify areas of statistical dissimilarities.

CHAPTER 3

BRIEF PROFILE OF THE STRUCTURE OF THE NIGERIAN LABOUR FORCE



The data on the Nigerian labour force were obtained from the Labour Force sample surveys of 1974 and 1976 conducted by the National Manpower Board and the Urban Household Survey conducted by the Federal Office of Statistics in 1979. Also data are collected from the International Labour Office estimates and projections for Nigeria, up to the year 2000.

In the analysis of the Nigerian labour force data, two aspects ought to be taken into account. The first is the fact that in both rural and urban sectors of the economy, persons are economically active before the age of 15 and after the age of 64. Secondly women are engaged in other home making economic activities like farming and small trading and their activities are excluded because they are categorised as housewives (A.E. Okorafor pg. 1-37.

Table 3.1 shows that 62.2%, 55.9% and 60.6% of all persons of working age group, that is all persons between 15 years and 55 years old in 1974, 1976 and 1979 respectively were employed. The total Labour Force was 66.3%, 58.4% and 63.3% of the persons of working age group. The remaining persons of working age group were mostly housewives, students, trainees, who accounted for over 30% of the group.

Table 3.2 which represents the employment status, shows that farmers and traders accounted for over 48% of employed persons

Table 3.1 Percentage, Distribution of Persons (15-55 years) by Association With Work

| WORK STATUS | | URBAN | | |
|--|---|-------|-------|-------|
| | | 1974 | 1976 | 1979* |
| (i) | Persons at Work | 61.6 | 55.0 | 59.5 |
| (ii) | Person with job but not at work | 0.6 | 0.9 | 1.1 |
| 6 | TOTAL EMPLOYED | 62.2 | 55.9 | 60.6 |
| (iii) | Persons looking for work with or without previous work experience | 3.5 | 1.2 | 2.7 |
| (iv) | Persons who did not seek work believing none was available | 0.5 | 1.1 | - |
| (v) | Lay-off | 0.1 | 0.2 | - |
| TOTAL UNEMPLOYED | | 4.1 | 2.5 | 2.7 |
| TOTAL LABOUR FORCE | | 66.3 | 58.4 | 63.3 |
| (vi) | Students and Trainees | 0.5 | 10.5 | 13.6 |
| (vii) | House-keepers | 22.2 | 23.5 | 20.4 |
| (viii) | Old Age, Physically Handicapped | 1.0 | 4.5 | 2.7 |
| (ix) | Not Interested in Work | - | 0.6 | - |
| (x) | Other Reasons:- Charity | - | 2.5 | - |
| Total Working ages (15-55) in Sampled households | | 100.0 | 100.0 | 100.0 |

*Urban Household Surveys Refers to Persons Aged 15 years and above.

Source: National Manpower Board, Statistics Unit, Lagos.
Service by the Federal Office of Statistics, Lagos.

TABLE 3.2 PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS
BY EMPLOYMENT STATUS AND SEX 1976.

| Employment Status | Male | Female | Both Sexes |
|--|-------|--------|------------|
| Employee | 1.0 | - | 0.6 |
| Own Account (Farmer) | 24.8 | 20.0 | 23.0 |
| Own Account (Trader) | 14.5 | 44.5 | 25.8 |
| Own Account (Others) | 10.8 | 12.1 | 11.2 |
| Employees - Wages & Salaries (Private - Sector) | 14.6 | 4.2 | 10.7 |
| Apprentice Paid | 1.6 | 0.4 | 1.2 |
| Apprentice Unpaid | 4.3 | 1.6 | 3.3 |
| Unpaid Family Worker | 4.9 | 6.7 | 5.5 |
| All Status | 100.0 | 100.0 | 100.0 |

Source: National Manpower Board, Statistics Unit, Lagos.
 Serviced by the Federal Office of Statistics,
 Lagos.

Table 3.3 Percentage Distribution of Employed Persons (15-55 years) By Industry and Sex.

| Industrial Sector | URBAN | | | | | |
|-------------------|-------|---------|------------|-------|---------|------------|
| | 1974 | | | 1976 | | |
| | Males | Females | Both Sexes | Males | Females | Both Sexes |
| Agriculture | 16.7 | 10.5 | 14.5 | 24.6 | 19.2 | 22.6 |
| Mining | 0.6 | 0.0 | 0.4 | 0.8 | 0.1 | 0.5 |
| Manufacturing | 14.8 | 15.0 | 15.0 | 14.0 | 9.5 | 12.3 |
| Construction | 4.8 | 0.2 | 3.1 | 5.0 | 0.6 | 3.3 |
| Electricity | 1.4 | 0.1 | 0.9 | 1.6 | 0.2 | 1.1 |
| Commerce | 21.0 | 57.8 | 34.2 | 19.7 | 53.8 | 32.7 |
| Transport | 5.9 | 0.2 | 3.8 | 6.9 | 0.3 | 4.4 |
| Services | 27.4 | 13.3 | 22.4 | 25.7 | 15.3 | 21.7 |
| Others | 7.4 | 2.5 | 5.7 | 1.7 | 1.0 | 1.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Source: National Manpower Board Statistical Unit, Lagos.
 Serviced by the Federal Office of Statistics,
 Lagos.

TABLE 3.4 Distribution of Employed Persons (15-55 years) by Occupation and Sex 1976- Urban

| Occupation | Males | | Females | | Both Sexes | |
|----------------------------------|-------|-------|---------|-------|------------|-------|
| | No. | % | No. | % | No. | % |
| 1. Administration and Managerial | 45 | 0.7 | 3 | 0.1 | 48 | 0.5 |
| 2. Technical and Professional | 33 | 0.5 | 2 | 0.1 | 35 | 0.3 |
| 3. Medical & Health Workers | 115 | 1.8 | 83 | 2.1 | 198 | 1.9 |
| 4. Clerical Workers | 376 | 5.9 | 105 | 2.6 | 481 | 4.6 |
| 5. Teachers | 369 | 5.7 | 206 | 5.2 | 575 | 5.5 |
| 6. Sales Workers | 1,129 | 17.6 | 1,962 | 49.5 | 3,091 | 29.8 |
| 7. Transport Workers | 405 | 6.3 | 12 | 0.3 | 417 | 4.0 |
| 8. Construction Workers | 244 | 3.8 | 8 | 0.2 | 252 | 2.4 |
| 9. Service Workers | 515 | 8.0 | 73 | 1.8 | 588 | 5.7 |
| 10. Miners & Quarry Workers | 32 | 0.5 | - | - | 32 | 0.3 |
| 11. Agricultural Workers | 1,842 | 28.7 | 521 | 13.1 | 2,363 | 22.8 |
| 12. Production Workers | 522 | 8.1 | 391 | 9.9 | 913 | 8.8 |
| 13. Artisan & Craftsmen | 556 | 8.6 | 30 | 0.8 | 586 | 5.6 |
| 14. Others | 242 | 3.8 | 565 | 14.3 | 807 | 7.8 |
| TOTAL | 6,425 | 100.0 | 3,961 | 100.0 | 10,386 | 100.0 |

Source: National Manpower Board Statistical Unit, Lagos
 Serviced by the Federal Office of Statistics,
 Lagos.

in the working age group in 1976. Men were mostly farmers (24.8%) while 44.5% of women were traders. Wages and salary earners made up 18.7% of employed persons. Apprentices and unpaid Family workers were 10% of employed persons in table 3.2.

Table 3.3 represents the distribution of employed persons by industry and sex. The commercial sector claimed 34.2% and 1976 respectively. Employed persons were mostly engaged in services, agriculture, commerce and manufacturing. Women were mostly in the commercial sector (57.8% in 1974 and 53.8% in 1976).

Table 3.4 represents the occupational distribution by sex and it shows that sales workers were up to 29.8% of employed persons of working age group in 1976 and women dominated this group. Agricultural workers were mostly men and the group made up 22.8% of employed persons in 1976. It is observed from table 3.4 that medical and health workers and teachers accounted for 7.4% of employed persons while only 0.8% were in the administrative and managerial; technical and professional groups.

Table 3.5 represents employed persons by industry by State and it shows that in 7 out of 12 states over 30% of employed persons were engaged in commerce and catering in 1976. Over 30% of employed persons of working age were engaged in agriculture in Kano and East Central States.

TABLE 3.5

Percentage Distribution of Employed Person (15 - 55 years) by Major
Industrial Group and State 1976 - Urban

| State Industrial Group | Benue Platnau | East Central | Kano | Kwara | Lagos | Med- West | North Central | North East | North West | Rivers | South East | West |
|--|------------------|-----------------|------|-------|-------|--------------|------------------|---------------|---------------|--------|---------------|------|
| Agriculture | 28.0 | 31.0 | 31.7 | 16.1 | 10.4 | 11.9 | 18.3 | 22.9 | 24.4 | 22.5 | 20.4 | 25.6 |
| Mining & Quarrying | 6.0 | 0.6 | - | - | 0.9 | - | 1.1 | - | 2.5 | 1.6 | 1.4 | 0.2 |
| Manufacturing & Processing | 7.7 | 10.6 | 6.5 | 24.8 | 17.3 | 14.9 | 14.9 | 9.6 | 15.4 | 9.7 | 10.4 | 9.4 |
| Building and Construction | 7.3 | 3.1 | 3.3 | 2.6 | 5.2 | 4.7 | 5.2 | 3.1 | 1.4 | 3.3 | 4.1 | 2.5 |
| Electricity & Water | 2.4 | 0.8 | 1.4 | 1.2 | 1.5 | 1.0 | 1.7 | 1.0 | 0.9 | 0.7 | 1.5 | 0.7 |
| Banking & Insurance | 1.2 | 1.0 | 1.0 | 0.1 | 4.7 | 1.7 | 1.3 | 1.1 | 0.9 | 2.1 | 1.3 | 1.3 |
| Commerce & Catering | 19.0 | 25.1 | 32.1 | 43.8 | 25.8 | 31.2 | 26.4 | 31.6 | 34.6 | 31.1 | 25.4 | 36.7 |
| Transport & Communication | 3.2 | 6.9 | 3.8 | 3.2 | 6.2 | 5.8 | 5.0 | 3.1 | 0.9 | 6.3 | 4.7 | 3.8 |
| Community, Social & Personal Services | 24.3 | 20.9 | 20.2 | 8.2 | 28.0 | 28.0 | 26.1 | 27.6 | 20.8 | 22.5 | 30.8 | 19.8 |
| Inadequately Described | - | - | - | - | - | - | - | - | - | - | - | - |
| All Industries | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Source: Federal Office of Statistics, Lagos.

TABLE: 3.6 Percentage Distribution of Working Age Population (15-55 years) Labour Forces as Components of Total Population Participation Rates:

| State | Working - Age population as Percentage of Total Population | | | | | | Labour Force as percentage of Total Population | | | | | | URBAN Labour Force as Percentage of Working Age Population Partici. | | | | | |
|---------------|--|------|---------|------|------------|------|--|------|---------|------|------------|------|--|------|---------|------|------------|------|
| | Males | | Females | | Both Sexes | | Males | | Females | | Both Sexes | | Males | | Females | | Both Sexes | |
| | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 | 1974 | 1976 |
| Benue Plateau | 54.3 | 40.6 | 54.4 | 49.8 | 54.4 | 48.4 | 44.0 | 49.5 | 13.2 | 14.8 | 30.1 | 31.4 | 80.9 | 98.1 | 24.3 | 29.8 | 55.4 | 59.0 |
| East Central | 52.3 | 52.1 | 45.1 | 47.1 | 49.0 | 50.0 | 40.5 | 43.6 | 23.9 | 25.9 | 35.6 | 35.3 | 87.0 | 83.4 | 53.0 | 55.1 | 72.7 | 70.9 |
| Kano | 47.4 | 48.6 | 57.5 | 55.7 | 52.2 | 52.2 | 40.4 | 40.6 | 5.6 | 5.1 | 33.7 | 22.5 | 85.3 | 83.5 | 9.7 | 9.2 | 45.3 | 43.2 |
| Kwara | 46.2 | 40.1 | 57.1 | 54.5 | 51.6 | 47.8 | 41.6 | 35.5 | 44.6 | 43.0 | 43.3 | 39.5 | 90.7 | 88.5 | 78.2 | 78.8 | 83.8 | 82.6 |
| Lagos | 56.0 | 52.3 | 52.6 | 54.1 | 54.3 | 53.7 | 48.8 | 45.8 | 28.7 | 34.3 | 39.2 | 40.5 | 87.2 | 87.2 | 54.7 | 61.9 | 72.2 | 75.5 |
| Med West | 45.2 | 50.9 | 47.2 | 48.1 | 46.2 | 49.5 | 38.1 | 39.2 | 22.8 | 20.7 | 30.6 | 30.1 | 84.3 | 77.0 | 48.4 | 43.0 | 66.3 | 60.7 |
| North Central | 52.8 | 55.2 | 57.3 | 52.9 | 54.9 | 54.0 | 44.8 | 49.0 | 13.2 | 11.8 | 29.8 | 30.6 | 84.9 | 88.8 | 23.0 | 22.4 | 54.3 | 56.7 |
| North East | 55.0 | 48.1 | 57.0 | 56.6 | 55.9 | 52.3 | 47.4 | 42.8 | 11.7 | 15.0 | 30.2 | 28.6 | 86.2 | 88.9 | 20.6 | 26.6 | 54.0 | 54.6 |
| North West | 46.8 | 47.7 | 58.3 | 58.0 | 52.6 | 53.0 | 41.2 | 43.0 | 28.4 | 8.9 | 34.7 | 25.3 | 88.0 | 90.2 | 48.7 | 15.4 | 65.9 | 47.8 |
| Rivers | 51.5 | 55.5 | 50.4 | 51.2 | 51.0 | 53.5 | 40.7 | 41.6 | 30.9 | 24.0 | 36.1 | 33.4 | 79.1 | 75.0 | 61.2 | 49.1 | 70.8 | 62.4 |
| South East | 50.3 | 46.2 | 46.4 | 48.9 | 48.3 | 47.5 | 42.2 | 34.1 | 27.0 | 24.3 | 34.5 | 29.3 | 84.0 | 73.7 | 58.3 | 49.8 | 71.5 | 61.7 |
| West | 48.6 | 43.0 | 54.5 | 49.8 | 51.5 | 46.4 | 39.3 | 40.7 | 37.1 | 35.4 | 38.2 | 38.0 | 80.9 | 94.8 | 68.1 | 70.9 | 74.2 | 81.9 |
| All States | 50.4 | 47.5 | 53.6 | 52.3 | 51.9 | 49.8 | 42.6 | 41.6 | 25.6 | 25.5 | 34.4 | 33.6 | 84.6 | 87.2 | 47.8 | 48.8 | 66.2 | 67.1 |

Source: National Manpower Board, Statistical Unit, Lagos. Serviced by the Federal Office of Statistics, Lagos.

Persons of working age as percentage of total population is represented in table 3.6. Here we find that 51.9% and 49.8% of the persons that made up the households studied in 1974 and 1976 were of working age (15-55 years). Among the States, persons of working age ranged from 46.2% to 55.9% of total number of persons. In 1976 the working age group ranged from 46.4% to 64.0% of the persons.

The labour force as percentage of total population represented in table 3.6 shows that persons in the labour force constituted 34.4% and 33.6% of the total number of persons. Among the states, the percentage of total number of persons claimed by persons in the Labour Force was highest in Kwara in 1974 with 43.3% while Lagos was highest in 1976 with 40.5%.

Also table 3.6 which represents the participation rates shows that persons in the Labour Force were 66.2% and 67.1% respectively of total number of persons of working age (15-55 years) in 1974 and 1976. Similar participation rates were highest in Kwara State which recorded 83.8% and 82.6% respectively in 1974 and 1976.

CHAPTER 4

ANALYSIS OF SURVEY DATA

4.1 PERSONAL CHARACTERISTICS OF THE RESPONDENTS

The personal characteristics of the respondents that are used include age, educational attainment, marital status, number of children and occupation.

4.1.1 AGE

The lack of precise knowledge of chronological age in less developed areas of the world has been stressed by many scholars. Coale and Demeny (United Nations, 1967:5) have noted that "in many of the less developed countries the age distribution reported in censuses or demographic surveys is affected by gross misreporting of age....."

The above observation is relevant to our study population particularly with regard to the illiterate respondents. They found it very difficult to give their exact age due to lack of records. For most of them the reference point was either the age at which they got married or the age at which they had their first child. As for the educated ones the misreporting of exact age stems from the reluctance to disclose their actual ages; since they prefer to remain ever young. The age data were therefore obtained under the strictest confidence in some cases although some willingly gave theirs. Some of the respondents who stated their ages may have given their "official"

as distinct from their true ages. This is more likely to be the case for older respondents engaged in occupations requiring a maximum retirement age. It is common practice for such people to alter their ages by swearing to an affidavit as the need arises. Factors such as these are likely to affect the stated ages of the respondents.

Table 4.1 therefore shows the age distribution of the respondents in the survey. There were 11 respondents in the age cohort 15-19 and this represents 3.4 percent of the total. In the age cohorts 20-24, there were 50 females while 103 females were in the 25-29 age cohort. In the 30-34 and 35-39 age cohorts, there were 83 and 75 females respectively. Also there were 66 and 56 females in the 40-44 and 45-49 age cohorts respectively. Finally, there were 32 and 18 females in the 50-54 and 55-59 age groups respectively. Figure 4.1 is a vivid presentation of the age distribution. It is a histogram and it is positively skewed to the right.

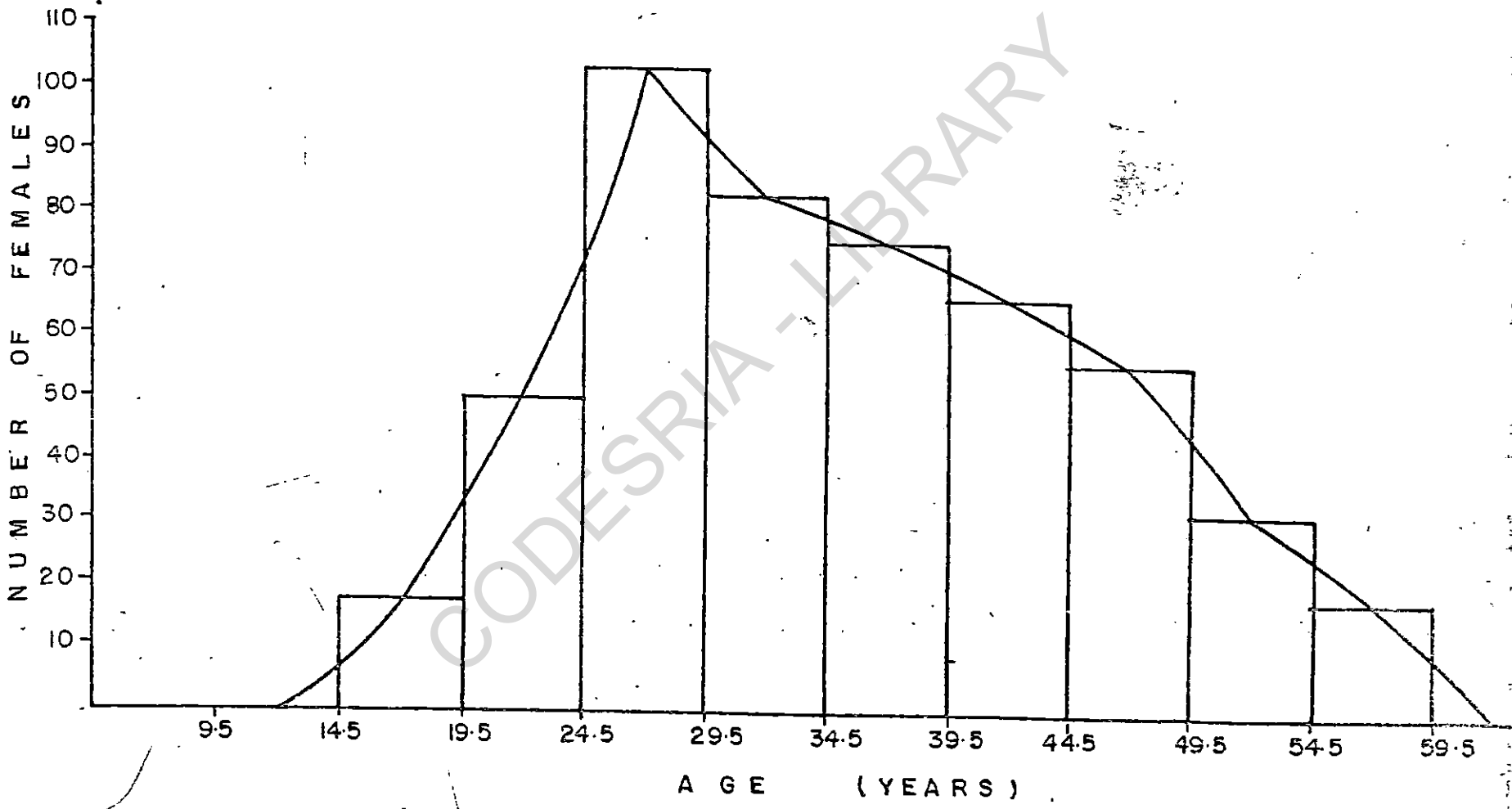


Fig. 4-1 : HISTOGRAM OF THE AGE DISTRIBUTION

Table 4.1 AGE DISTRIBUTION

| Age Group | Number of Women | Percentages |
|-----------|-----------------|-------------|
| 15-19 | 17 | 3.4 |
| 20-24 | 50 | 10.0 |
| 25-29 | 103 | 20.6 |
| 30-34 | 83 | 16.6 |
| 35-39 | 75 | 15.0 |
| 40-44 | 66 | 13.2 |
| 45-49 | 56 | 11.2 |
| 50-54 | 32 | 6.4 |
| 55-59 | 18 | 3.6 |
| Total | 500 | 100.0 |

4.1.2 EDUCATIONAL ATTAINMENT

The data on the educational attainment of the respondents /table 4.2/ indicate that 26.6 per cent of them had never attended school, while 73.4 per cent have attained various levels of educational qualifications.

Of the 500 respondents, 133 persons had no education at all, these included the market women, hawkers and indeed most of the self employed. Those who had First School Leaving Certificates (FSLC) as their highest level of education were 43, while those with West African School Certificate or General Certificate of Education (WASC/GCE) were altogether 101 in number. Here you have majority of the civil servants with clerical jobs of various categories.

The respondents with Teachers' Grade Two (TC II) and National Certificate of Education (N.C.E.) numbered 59 and 51 respectively. This high proportion of teachers stems from the fact that there are many primary and secondary schools in Nsukka town.

Those with university degrees were 60 in number. This indicates the influence of the location of a university in the town. Most of these university graduates teach in the secondary schools and teacher training colleges while the others work in the University campus itself.

Others include 5 persons with Higher National Diploma Certificates (HND), 22 with Pitmans/City and Guilds Certificates, 16 with nursing qualifications and 10 with banking qualification /table 4.2/.

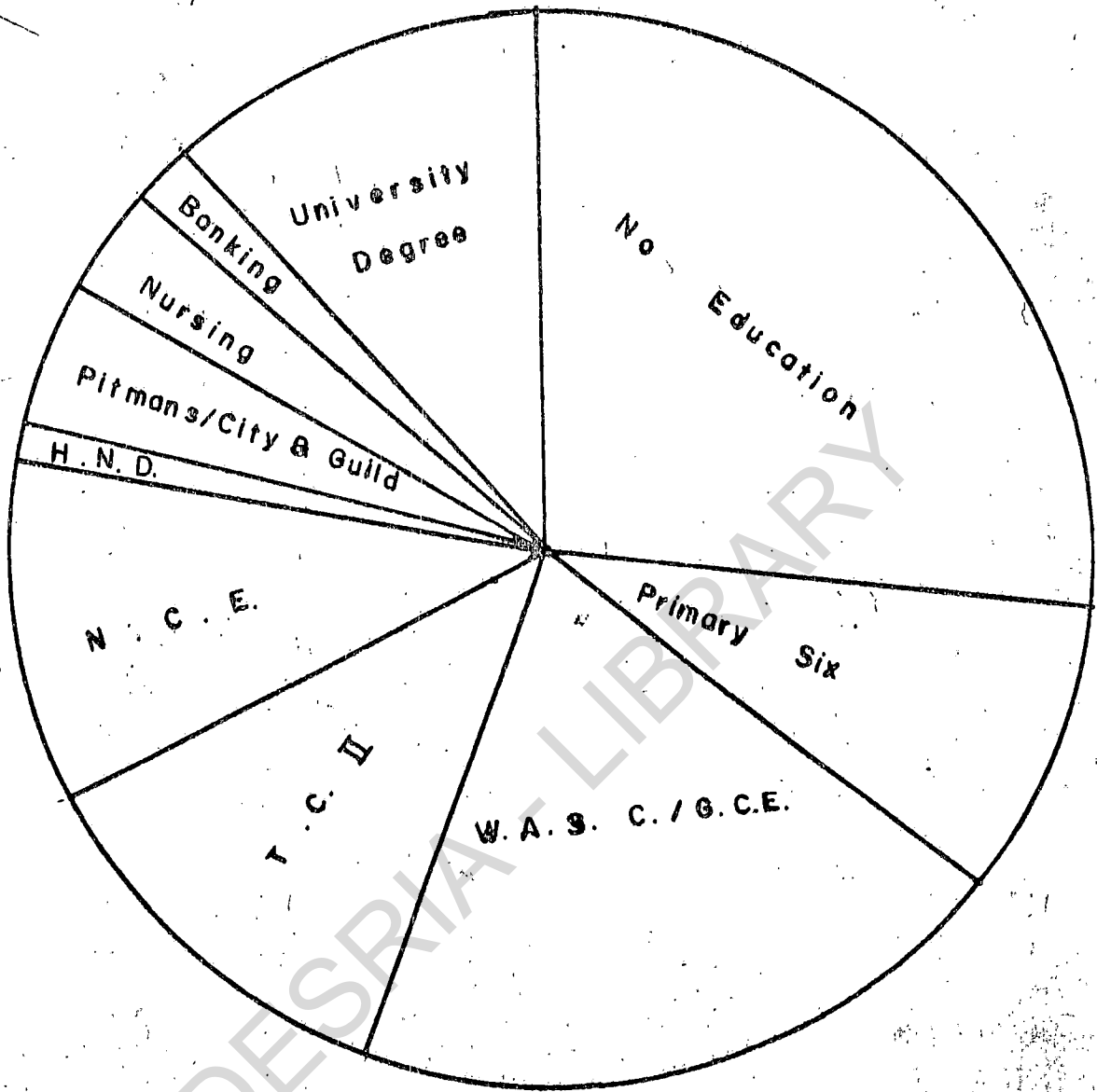


Fig. 4.2 : PICTOGRAM OF THE DISTRIBUTION OF EDUCATION ATTAINMENT.

Table 4.2 EDUCATIONAL ATTAINMENT

| LEVEL OF EDUCATION | NUMBER OF WOMEN | PERCENTAGE |
|--------------------------------------|-----------------|------------|
| NO EDUCATION | 133 | 26.6 |
| ELEMENTARY SIX | 43 | 8.6 |
| WASC/GCE | 101 | 20.2 |
| TEACHERS' GRADE TWO | 59 | 11.8 |
| NATIONAL CERTIFICATE OF EDUCATION | 51 | 10.2 |
| HIGHER NATIONAL DIPLOMA | 5 | 1.0 |
| PITMANS/CITY GUILDS | 22 | 4.4 |
| NURSING QUALIFICATIONS | 16 | 3.2 |
| BANKING QUALIFICATIONS | 10 | 2.0 |
| UNIVERSITY DEGREES | 60 | 12.0 |
| TOTAL | 500 | 100.0 |

4.1.3 Number of Children

Table 4.3 shows that of the 500 females interviewed, 26 per cent had no children at all, while 74 per cent had from one child to as many as ten children.

The details however shows that 130 females had no children at all, while 21 had one child each, 35 had two children each. Those with three children each were 35 while those with four children came to 53. Also the number of females with 5 and 6 children were 63 and 60 respectively. Those with seven children were altogether 48 while the number of females with eight children and above were 55 in number.

On the whole, of the 500 females, 279 had more than four children, that is, about 55.8 per cent. One female had ten children and she was aged 45.

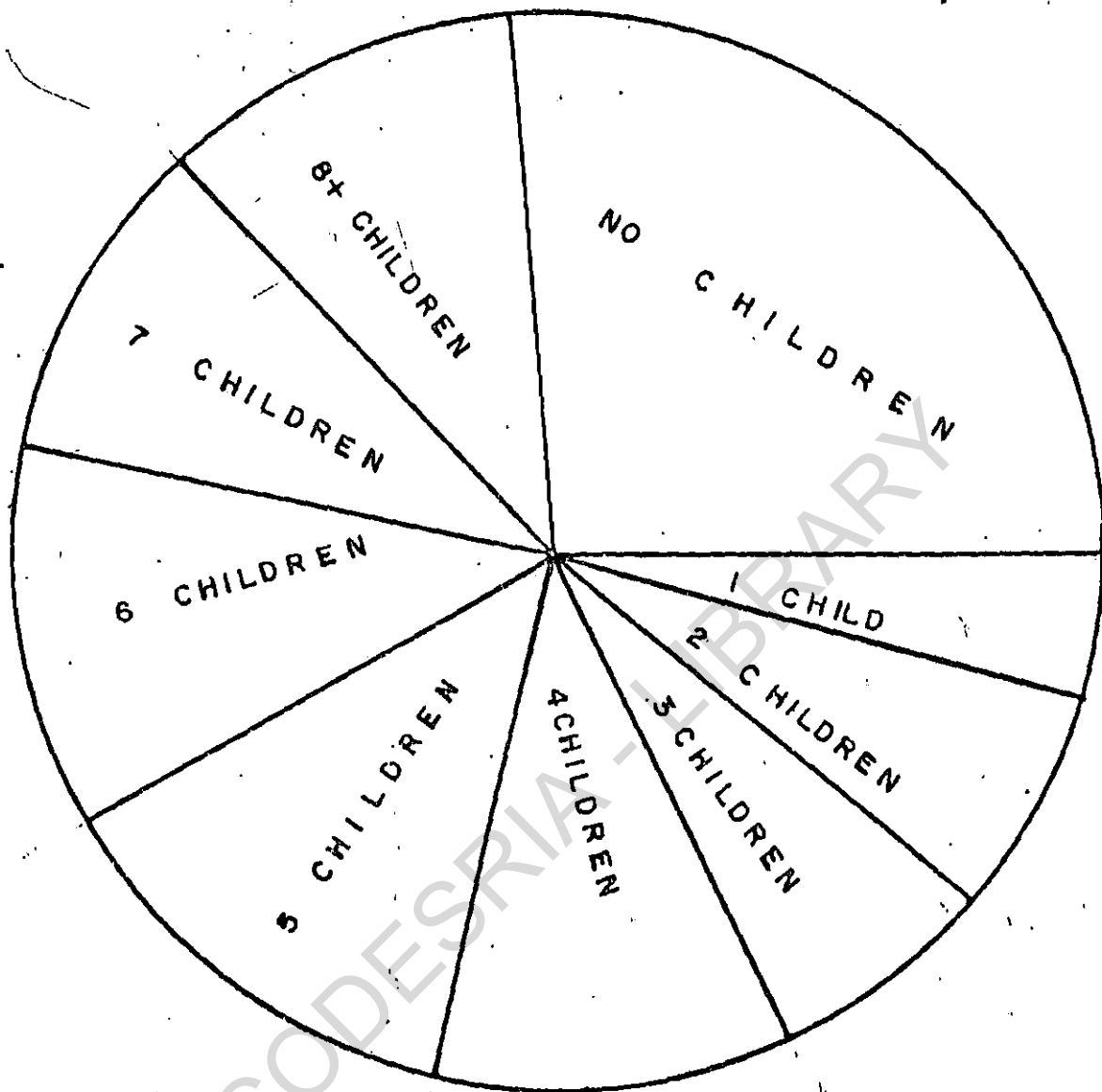


FIG. 4.3 : PICTOGRAM OF THE DISTRIBUTION OF NUMBER OF CHILDREN.

Table 4.3 NUMBER OF CHILDREN

| Number of Children | Number of Women | Percentages |
|--------------------|-----------------|-------------|
| 0 | 130 | 26.0 |
| 1 | 21 | 4.2 |
| 2 | 35 | 7.0 |
| 3 | 35 | 7.0 |
| 4 | 53 | 10.6 |
| 5 | 63 | 12.6 |
| 6 | 60 | 12.0 |
| 7 | 48 | 9.6 |
| 8 and over | 55 | 11.0 |
| TOTAL | 500 | 100 |

4.1.4 Marital Status

The distribution of the respondents according to their marital status was very clear in the sense that we had four broad categories. In all the number of the females who were single totalled 128, that is, 25.6 per cent of the entire sample interviewed. These were found mostly in the teaching profession while others work in offices as civil servants. Some work as petrol attendants, hawkers, house maids etc.

Married women formed the majority of the females interviewed. Of the 500, there were 336 married ones, that is, 67.2 per cent. Those who are divorced number 10, that is 2 per cent while those widowed account for 5.2 per cent, that is, 26 females. The above are shown in table 4.5 below.

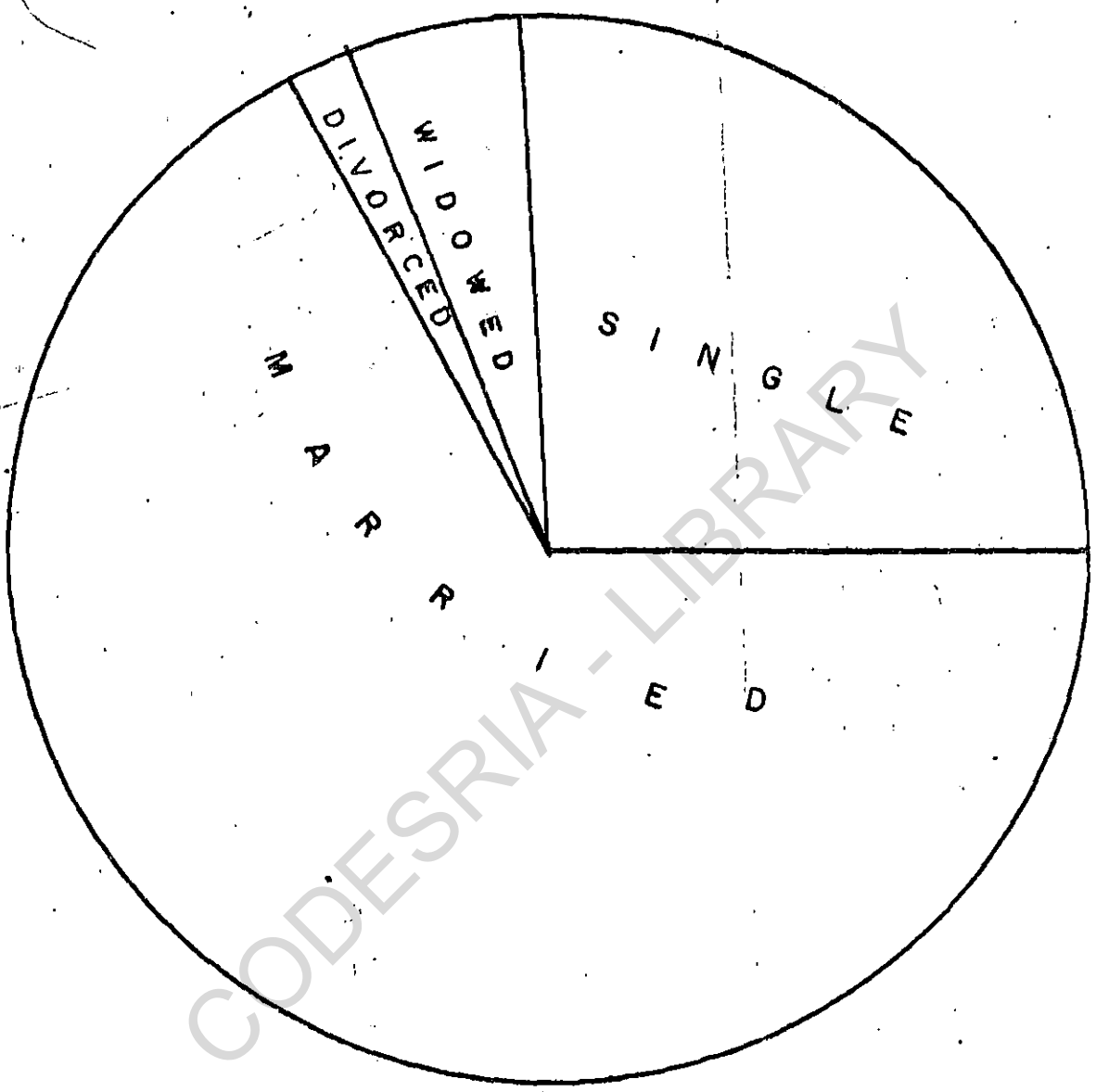


Fig. 4.4: PICTOGRAM SHOWING THE DISTRIBUTION OF MARITAL STATUS OF FEMALES

Table 4.4 Marital Status of the Respondents

| Marital Status of the Respondents | Number of Women | Percentages |
|-----------------------------------|-----------------|-------------|
| Single | 128 | 25.6 |
| Married | 336 | 67.2 |
| Divorced | 10 | 2.0 |
| Windowed | 26 | 5.2 |
| Total | 500 | 100 |

4.1.5 Occupation

Table 4.5 shows the occupational distribution of the respondents in the survey. From the table, civil servants (those working in ministries, parastatals and offices outside teaching) form the largest proportion of the respondents, being 171 which is 34.2 per cent. Another predominant occupation amongst the respondents was teaching. There were 149 females who were teachers that is, 29.8 per cent of the total. Also a substantially large proportion of the respondents were traders and they formed 22.0 per cent, that is, 110 females.

Others include Professionals (7), Petrol attendants (8), Nurses (16), Hairdressers (5), Housemaids (7), Hoteliers (6), Bakers (10), Seamstresses (5), Farmers (6).

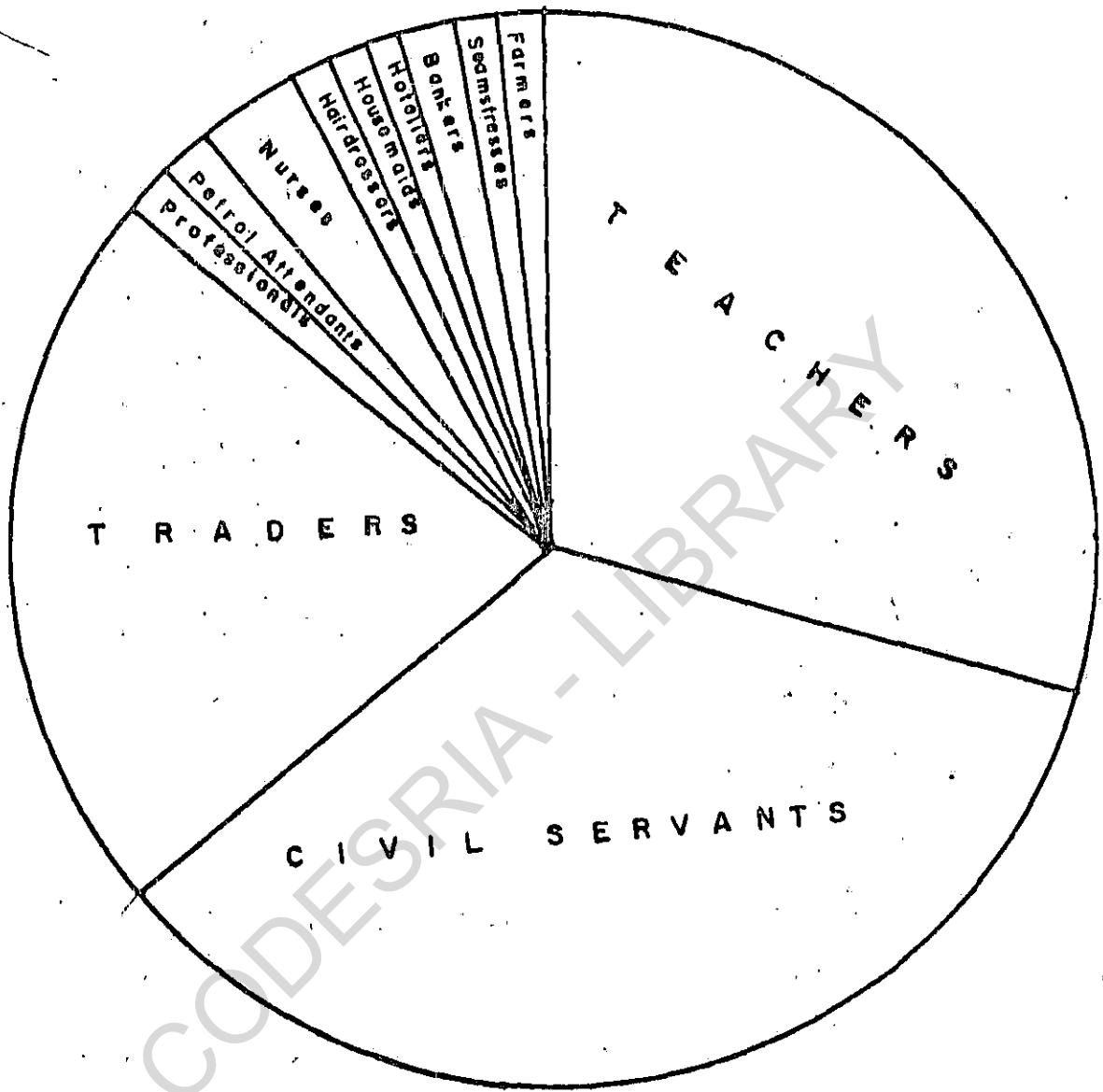


Fig 4.5 : PICTOGRAM SHOWING THE OCCUPATION OF RESPONDENTS

Tav

Table 4.5 OCCUPATION

| Occupation | Number of Women | Percentages |
|-------------------|-----------------|-------------|
| Teachers | 149 | 29.8 |
| Civil Servants | 171 | 34.2 |
| Traders | 110 | 22.0 |
| Professionals | 7 | 1.4 |
| Petrol Attendants | 8 | 1.6 |
| Nurses | 16 | 3.2 |
| Hairdressers | 5 | 1.0 |
| Housemaids | 7 | 1.4 |
| Hoteliers | 6 | 1.2 |
| Bankers | 10 | 2.0 |
| Seamstresses | 5 | 1.0 |
| Farmers | 6 | 1.2 |
| Total | 500 | 100 |

4.2 FACTORS THAT MOTIVATE REMALE LABOUR FORCE PARTICIPATION

A survey which involved a sample size of 500 females, aimed at determining the factors that motivate females to work, shows that females go to work more for economic reasons than for social. An attempt to categorize the identified motives, can be seen in table 4.6, where the motives were ranked by order of priority. From the table, we can see that the most important reason why females go to work is to be self supporting. This is followed by the desire to have financial security. The next motive that ranked third, is the need to help raise their children and so on. The last in the table are the tenth and eleventh motives given as the need to escape boredom; and to have prestige, power and control respectively. On the whole, there were eleven motives identified as the primary motives why females go to work.

In effect, the tendency for females to aim at the maintenance of some financial independence contributes immensely to their desire to go to work. This can be deduced from the summary in table 4.6, the details of which shows that more than 37% of the respondents go to work for the primary reason of obtaining financial independence. Of this proportion, 20.8% went to work specifically to be self-supporting while the remaining 17.6% went to work to ensure some measure of security.

The result also shows that a little over 40% of the respondents went to work to contribute to the improvement of their family welfare. Of this proportion, 14.8% specifically indicated that their reason for going to work is to help in the upbringing of their children. This includes the feeding and clothing of the children as well as the payment for their education. 13.8% indicated that their going to work was principally to help in the supporting of their extended families. This includes the contribution towards the feeding and the welfare of the females' family; where she is not married (mother, father, brothers and sisters, etc); if she is married, that of her original family and her husband's family. The remaining 12% within these second group of respondents, which were made up of married females, indicated that they go to work principally to assist their husbands in meeting up with their family financial commitments. Also included in the group of respondents whose motives for work were for economic reasons was a group which constituted 9.8% of the total number of respondents and who maintained that they work in order to make use of their education and training.

The remaining 11% of the respondents went to work principally for social reasons. Of this group, 6.6% said they worked because they wanted to be free and independent. 1.8% of the respondents gave their reasons for going to work as merely to meet with other people, socialise and exchange

ideas. 1% go to work in order to identify with the society in which they belong and by so doing contribute to nation building. The other two groups which constitute 0.8% each, indicated that their motives for going to work were to escape boredom and to have prestige, power and control respectively.

In summary, one would tend to conclude from the above analysis, that more than 80% of females in Nsukka town today go to work for economic reasons, whereas less than 15 per cent go to work primarily for social reasons. Although the social reasons are not mutually exclusive of economic reasons.

Generally, when data are collected by sampling from a population, the most important objective of a statistical analysis is to draw inferences or generalities about that population from the partial information embodied in the sample data. An attempt has therefore been made in the last column of table 4.7, where an estimation by confidence intervals is used to produce an interval of values that is likely to contain the true value of the parameter.

The interval estimates in the last column of table 11 were got using the formula:-

$$\text{Sample proportion} \pm 1.96 \text{ — } P$$

where $\text{— } P$ is the standard error of a proportion and

$$\text{— } P = \frac{pq}{n}$$

where $P =$ Population Proportion

$$q = 1 - P$$

$$n = \text{Sample size}$$

Therefore, the formula, sample proportion \pm p is used to estimate the population proportion at the 95 per cent confidence level.

In summary, the table shows that it is estimated that between 17 and 24 per cent of the female population of Nsukka town work because they want to be self-supporting. Consequently, between 14 and 21 per cent work because they want to have financial security. Furthermore, between 12 and 18 per cent work because they want to help to raise their children. Whereas it is estimated that between 11 and 17 per cent of the female population of Nsukka town work because they want to be able to support their extended family. Also between 9 and 15 per cent work because they want to assist their husbands and so on. This estimation can be applied down the line for all the identified motives in order to give an interval estimate at 95 per cent confidence level, indicating the probability that the true value lies between the given intervals.

TABLE 4.6 MOTIVES FOR WORK

| | MOTIVES | NUMBER OF FEMALES | PERCENTAGES |
|---|---------------------------------------|-------------------|-------------|
| A | To be self-supporting | 104 | 20.8 |
| B | To have security | 88 | 17.6 |
| C | To help raise children | 74 | 14.8 |
| D | To support extended family | 69 | 13.8 |
| E | To assist husbands | 61 | 12.2 |
| F | To make use of education and training | 49 | 9.8 |
| G | To be free and independent | 33 | 6.6 |
| H | To meet people and exchange ideas | 9 | 1.8 |
| I | To contribute to nation building | 5 | 1.0 |
| J | To escape boredom | 4 | 0.8 |
| K | To have prestige, power and control | 4 | 0.8 |
| | TOTAL | 500 | 100 |

Table 4.7 ESTIMATION OF POPULATION PROPORTION

| Motives | N | P | P \pm 1.96 P | Confidence Limits | |
|---------------------------------------|-----|-------|-------------------------|-------------------|---------|
| | | | | (Lower) | (Upper) |
| To be self supporting | 104 | 0.208 | 0.208 \pm 1.96x0.018 | 0.17 | 0.24 |
| To have security | 88 | 0.176 | 0.176 \pm 1.96x0.016 | 0.14 | 0.21 |
| To raise children | 74 | 0.148 | 0.148 \pm 1.96x0.016 | 0.12 | 0.18 |
| To support extended family | 69 | 0.138 | 0.138 \pm 1.96x0.15 | 0.11 | 0.17 |
| To assist husbands | 61 | 0.122 | 0.122 \pm 1.96x0.15 | 0.9 | 0.15 |
| To make use of education and training | 49 | 0.098 | 0.098 \pm 1.96x0.013 | 0.7 | 0.12 |
| To be free and independent | 33 | 0.066 | 0.066 \pm 1.96x0.011 | 0.4 | 0.9 |
| To meet people and exchange ideas | 9 | 0.018 | 0.018 \pm 1.96x0.0006 | 0.017 | 0.02 |
| To contribute to nation building | 5 | 0.010 | 0.010 \pm 1.96x0.0004 | 0.0009 | 0.010 |
| To escape boredom | 4 | 0.008 | 0.008 \pm 1.96x0.0004 | 0.0007 | 0.0009 |
| To have prestige power and control | | 0.008 | 0.008 \pm 1.96x0.0004 | 0.0007 | 0.0009 |

4.3 MOTIVES AND PERSONAL CHARACTERISTICS

In this section, five personal characteristics of the females are used in comparison with the motives, these are age, educational attainment, marital status, number of children and occupation. The population of the females are divided into subpopulations or strata according to the categories of one characteristic. We then have motives and age, motives and educational attainment; motives and marital status; motives and number of children; motives and occupations. The above categories are represented in tables 4.8 through 4.12. From these tables, it can be seen that the priority of the females in the different categories with respect to their motives for work vary.

Table 4.8 shows the contingency table for motives and age of the respondents. The females have been grouped into 4 different age groups with the various number of responses to the different motives recorded. As such, the primary motives for work for age group 15 - 29 and 30 - 39 is to be self-supporting while for 40-49 it is to support extended families and for 50-59 it is to raise children. Also females in age group 15-29 and 30-39 do not have prestige, power and control as their primary motive for work. It is significant in age group 40-49 and starts to decline in 50-59.

Table 4.8 RELATIONSHIP BETWEEN MOTIVES AND AGE

| MOTIVES | 15-59 | % | 30-39 | % | 40-49 | % | 50-59 | % | TOTAL |
|---------------------------------------|-------|--------|-------|-------|-----------------|-------|-------|-------|-------|
| To be self-supporting | 41 | (24.0) | 41 | 25.9 | 18 | 14.8 | 4 | 8.0 | 104 |
| To have security | 38 | (22.4) | 30 | 19.9 | 17 | 13.9 | 3 | 6.0 | 88 |
| To raise children | 7 | (4.1) | 20 | 12.7 | 26 | 21.3 | 21 | 42.0 | 74 |
| To support extended families | 20 | 11.8 | 10 | 6.3 | 31 | 25.4 | 8 | 16.0 | 69 |
| To assist husbands | 8 | 4.7 | 24 | 15.2 | 18.3 | 14.8 | 11 | 22.0 | 61 |
| To make use of education and training | 21 | 12.4 | 20 | 12.7 | 6 | 4.9 | 2 | 4.0 | 49 |
| To be free and independent | 20 | 11.8 | 11 | 7.0 | 2 | 1.6 | - | - | 33 |
| To meet people and exchange ideas | 6 | 3.5 | 2 | 1.3 | 1 | 0.8 | - | - | 9 |
| To contribute to nation building | 5 | 2.9 | - | - | - | - | - | - | 5 |
| To escape boredom | 4 | 2.4 | - | - | 3 | - | - | - | 4 |
| To have prestige, power and control | - | - | - | - | 3 | 2.5 | 1 | 2.0 | 4 |
| Total | 170 | 100.0 | 158 | 100.0 | 122 | 100.0 | 50 | 100.0 | 500 |

Table 4.9 MOTIVES AND EDUCATIONAL ATTAINMENT

| MOTIVES | EDUCATIONAL ATTAINMENT | | | | |
|---------------------------------------|------------------------|------------|---------------|------------|------------|
| | ILLITE RATES | % | EDU- CATED | % | TOTAL |
| To be self supporting | 30 | 22.6 | 74 | 20.2 | 104 |
| To have security | 28 | 21.1 | 60 | 16.3 | 88 |
| To raise children | 20 | 15.0 | 54 | 14.7 | 74 |
| To support extended families | 22 | 16.5 | 47 | 12.8 | 69 |
| To assist husbands | 20 | 15.0 | 41 | 11.2 | 61 |
| To make use of education and training | - | - | 49 | 13.4 | 49 |
| To be free and independent | 10 | 7.5 | 23 | 6.3 | 33 |
| To meet people and exchange ideas | 2 | 1.5 | 7 | 1.9 | 9 |
| To contribute to nation building | - | - | 5 | 1.4 | 5 |
| To escape boredom | 1 | 0.8 | 3 | 0.8 | 4 |
| To have prestige, power and control | - | - | 4 | 1.0 | 4 |
| Toral | 133 | 100 | 367 | 100 | 500 |

4.10 MOTIVES AND MARITAL STATUS

| MOTIVES | <u>MARITAL STATUS</u> | | | | Total |
|---------------------------------------|-----------------------|------------|-----------|-----------|------------|
| | Single | Married | Divorced | Widowed | |
| To be self supporting | 43 | 49 | 4 | 8 | 104 |
| To have security | 31 | 45 | 3 | 9 | 88 |
| To raise children | 2 | 60 | 3 | 9 | 74 |
| To support extended family | 9 | 60 | - | - | 69 |
| To assist husbands | - | 61 | - | - | 61 |
| To make use of education and training | 15 | 34 | - | - | 49 |
| To be free and independent | 13 | 20 | - | - | 33 |
| To meet people and exchange ideas | 6 | 3 | - | - | 9 |
| To contribute to nation building | 5 | - | - | - | 5 |
| To escape boredom | 4 | - | - | - | 4 |
| To have prestige, power and control | - | 4 | - | - | 4 |
| Total | 128 | 336 | 10 | 26 | 500 |

Table 4.11 MOTIVES AND NUMBER OF CHILDREN

| MOTIVES | NUMBER OF CHILDREN | | | | | | | | | TOTAL |
|--|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8+ | |
| To be self supporting | 30 | 4 | 3 | 7 | 17 | 19 | 15 | 7 | 2 | 104 |
| To have security | 34 | 2 | 2 | 3 | 12 | 18 | 13 | 3 | 1 | 88 |
| To raise children | - | - | 2 | 4 | 6 | 8 | 12 | 18 | 24 | 74 |
| To support extended family | 24 | - | 12 | 10 | 8 | 5 | 4 | 3 | 3 | 69 |
| To assist husbands | - | - | 1 | 3 | 3 | 5 | 13 | 15 | 21 | 61 |
| To make use of education and training | 20 | 6 | 6 | 5 | 3 | 3 | 2 | 2 | 2 | 49 |
| To be free and independent | 13 | 6 | 7 | 3 | 1 | 1 | 1 | - | 1 | 33 |
| To meet people and exchange ideas | 3 | - | - | - | -3 | 3 | - | - | - | 9 |
| To contribute to nation building | 2 | 1 | 1 | - | - | - | - | - | 1 | 5 |
| To escape boredom | 3 | 1 | - | - | - | - | - | - | - | 4 |
| To have prestige, power and control | 1 | 1 | 1 | - | - | 1 | - | - | - | 4 |
| Total | 130 | 21 | 35 | 35 | 53 | 63 | 60 | 48 | 55 | 500 |

Table 4.12 MOTIVES AND OCCUPATION

| MOTIVES | O C C U P A T I O N | | | | | | | | | | | | |
|---|---------------------|----------------|------------|---------------|--------------|-----------|--------------|------------|-----------|-----------|--------------|----------|------------|
| | Teachers | Civil Servants | Traders | Professionals | Petrol Attds | Nurses | Hairdressers | Housemaids | Hoteliers | Bankers | Seamstresses | Farmers | TOTAL |
| To be self-sup- porting | 50 | 37 | 13 | - | 2 | - | 1 | - | - | - | 1 | - | 104 |
| To have security | 29 | 28 | 18 | 1 | 1 | 4 | 1 | 1 | 2 | 1 | 1 | 1 | 88 |
| To raise children | 30 | 21 | 13 | 1 | - | 2 | 1 | - | 3 | - | - | 3 | 74 |
| To support ex- tended families | 5 | 23 | 30 | 1 | 3 | 3 | - | - | - | 1 | 1 | 2 | 69 |
| To assist husbands | 12 | 31 | 14 | - | - | 2 | - | - | - | 2 | - | - | 61 |
| To make use of education and training | 18 | 11 | 2 | 3 | 2 | 2 | - | 6 | - | 5 | - | - | 49 |
| To be free and independent | 1 | 14 | 15 | 1 | - | 1 | - | - | - | 1 | - | - | 33 |
| To meet people and exchange ideas | 1 | 4 | 3 | - | - | - | - | - | - | - | 1 | - | 9 |
| To contribute to nation building | 1 | 2 | 1 | - | - | - | 1 | - | - | - | - | - | 5 |
| To escape boredom | 2 | - | - | - | - | - | 1 | - | 1 | - | - | - | 4 |
| To have prestige, power and control | - | - | 1 | - | - | 2 | - | - | - | - | 1 | - | 4 |
| Total | 149 | 171 | 110 | 7 | 8 | 16 | 5 | 7 | 6 | 10 | 5 | 6 | 500 |

In table 4/9, it can be seen that educated females have the need to be self-supporting as their primary motive for work and this is also the case for illiterate females. One important aspect of the table is that illiterate females are not bothered about the motive to make use of education and training because they have no formal education and training. They also do not bother about prestige, power and control. Looking at the proportions we see that illiterate and educated females seem to agree with respect to the first five motives. This will however be further investigated in section 4.5.

In table 4.10, it can be seen that the primary motive for work for the single females is to be self supporting while that of the married females is to assist husbands, raise children and support extended families and these are almost of equal importance.

Table 4.11 shows motives and number of children. For females with no child their primary motive for work is to have security. For females with one child, it is to make use of education and training and to be free and independent. While for females with 2 and 3 children it is to support extended families. For those with 4, 5 and 6 children, it is to be self-supporting, while for those with 7 or more children, it is to help raise children.

In table 4.12, it can be seen that the majority of the females interviewed are either teachers (149), Civil Servants

(171) or traders (110). The primary motive for teachers and civil servants is to be self supporting while for traders it is to support extended families.

4.4 HYPOTHESES OF THE STUDY

We have noted in section 4.3, that the priority of females in the different categories of all the characteristics with respect to their motives for work vary. We shall now attempt to investigate the nature of these variations by making use of some statistical tests. But before we do this, let us first of all formulate the following hypotheses -

- HO₁: Motives for work are the same for the different age groups.
- HA₁: Motives for work are not the same for the different age groups.
- HO₂: Motives for work are the same for both illiterate and educated females.
- HA₂: Motives for work are not the same for both illiterate and educated females.
- HO₃: Motives for work are the same for both married and single females
- HA₃: Motives for work are not the same for both married and single females.
- HO₄: Motives for work are the same for all females irrespective of their number of children.

- HA₄: Motives for work are not the same for all females irrespective of their number of children.
- HO₅: Motives for work are the same for all the different occupational groups.
- HA₅: Motives for work are not the same for all the different occupation groups.

H₀ in the above, represent the null hypothesis (hypothesis posed for the sole purpose of rejecting or nullifying it) while the H_A represent the alternative hypothesis. The above five hypotheses in statistical literature are called test of homogeneity of populations (see for example, Statistical Concepts and Methods by Bhattacharyya and Johnson pp 435 - 443). This test of homogeneity of populations applies to our problem, and tries to establish for any given characteristic if the motive for work is the same for all the categories. The test makes use of chi-square (χ^2) analysis.

However, in order to be able to use the chi-square test, some motives were pulled together. This is necessary because for the chi-square test to be validly applied, there should be no less than five observations in any one cell. For all the tables using this criteria, we shall restrict ourselves to only six motives namely: to be self-supporting; to have security; to raise children; to support extended families; to assist husbands; and others. The motive labelled others represents all the motives previously identified that are not included in the five motives mentioned above.

Also for motives and number of children (Table 4.11), the number of children have now been pulled into classes of 0-2, 3-5, and 6 above. Also for motives and occupation (Table 4.12), we now restrict ourselves to only four occupational groups namely: teachers, vivil serŷants, traders and others. Others here cover all the previously identified occupational groups that are not in the above. The derived tables are shown in tables A through E of appendix I and they would subsequently be used for ease of calculations.

4.5 CHI-SQUARE TEST (X^2) FOR HOMOGENEITY OF POPULATIONS

Here we attempt to explain the procedure for the chi-square test of homogeneity of populations using any of the five characteristics identified in section 4.3. The chi-square test involves the comparison of observed (O) frequencies with expected (E) frequencies. The statistic X^2 is computed by the following formula -

$$X^2 \text{ cal} = \text{over all cells} \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

where,

O_{ij} is Observed frequency in the ij^{th} cell

E_{ij} is Expected frequency in the ij^{th} cell

and,

$$E_{ij} = \frac{R_i \times C_j}{n}$$

where,

R_i = i^{th} row total

C_j = j^{th} column total

n = Sample size.

The computed chi-square (X^2) has an approximate x^2 distribution with $(r-1)(c-1)$ degrees of freedom for large n where r is numbers of rows and c is the numbers of columns in the contingency table. If the categories are homogeneous with respect to motives for work, the value of x^2 calculated is zero. If x^2 cal x^2 tab, we conclude that the categories or subpopulations are heterogeneous with respect to motives for work. We must note that all the tests have been done at the 5% level of significance.

The calculations with respect to age and motives have been done using the above procedures, this can be seen in appendix II. Using the same process, the x^2 value was calculated for the five characteristics and the results are given in table 4.13. From table 4.13, we see that the hypotheses of homogeneity of populations is rejected for all the characteristics. This confirms that the priority of females with respect to the different categories vary significantly.

TABLE 4.13: SUMMARY OF CHI-SQUARE TEST CALCULATIONS

| CHARACTERISTICS | χ^2_c | v | $\chi^2_{v,0.05}$ | Decision |
|------------------------|------------|-----|-------------------|--------------|
| Age | 115.14 | 15 | 25.00 | Reject H_0 |
| Educational Attainment | 14.29 | 5 | 11.07 | Reject H_0 |
| Marital Status | 78.45 | 5 | 11.07 | Reject H_0 |
| Number of children | 202.72 | 10 | 18.31 | Reject H_0 |
| Occupation | 79.52 | 15 | 25.00 | Reject H_0 |

Column (1) χ^2 calculated

(2) v is the degrees of freedom which is $(r-1)(c-1)$

(3) χ^2 tabulated at $\alpha = 0.05$ level of significance

The next step in this analysis, is to compare the sub-groups and note any similarities and dissimilarities among them (given any characteristic) with respect to female motives for work.

4.6 COMPARISON OF THE SUB-POPULATIONS

For any given characteristic, we have compared the sub-populations in pairs. The tool of this comparison is the test of equality of proportions of two populations. This test tries to establish for any given motive whether the rates of incidence of the motive is the same for the two sub-populations. Here the null hypothesis is

$$H_0: P_1 = P_2$$

where P_1 and P_2 are the unknown proportions of females possessing the particular motive in categories I and II respectively. The test statistic for this test is given by the following formula -

$$Z_c = \frac{P_1 - P_2}{\sqrt{P(1-P)\left(\frac{1}{n_1} + \frac{1}{n_2}\right)}}$$

where

P_1 and P_2 are the estimated proportion of females possessing the particular motive in categories I and II respectively.
 n_1 and n_2 are the number of females interviewed in populations I and II respectively.

$$P = \frac{n_1 p_1 + n_2 p_2}{n_1 + n_2}$$

For large n_1 and n_2 the statistic Z_c has approximately the standard Normal distribution. If the Z_c is greater than the tabulated value at $\alpha(=0.05)$ level of significance, we conclude that the two sub-populations differ with respect to that particular motive. An example of the testing procedure is given in appendix III where the characteristic in question is age and the calculations have been done with the two age cohorts (15-29) and 30-39) for motive to be self-supporting.

Using the above procedure, we have calculated the Z_c for all the five characteristics, for all the identified sub-populations given any characteristics, and for all the six motives. The results are shown in tables 4.14 through 4.18.

Table 4.14 shows that for the comparison between age cohorts (15-29) and (30-39), the proportions of the two groups are similar with respect to motives 1, 2, and 4. They differ in motives 3, 5, and 6. For age cohorts (15-29) and (40-49), the table shows that they are similar in motives 1 and 2 while they differ in motives 3, 4, 5 and 6. Age cohorts (15-29) and (50-59) differ in all the motives except in motive 4 where their proportions are similar. For age cohorts (30-39) and 40-49), the table shows that they are the same in motives 2, 3, and 5 whereas they differ in motives 1, 4 and 6. Age cohorts (30-39)

TABLE 4.14 COMPUTED Z_c FOR THE CHARACTERISTIC AGE

| MOTIVES | Z_c | | | | | |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | (15-29) VS (30-39) | (15-29) VS (40-49) | (15-29) VS (50-59) | (30-39) VS (40-49) | (30-39) VS (50-59) | (40-49) VS (50-59) |
| | To be self supporting | 0.42 | 1.89 | 2.48 | 2.24 | 2.68 |
| To have security | 0.67 | 1.72 | 2.54 | 1.10 | 2.19 | 1.47 |
| To raise children | 3.00 | 4.57 | 7.02 | 1.81 | 4.47 | 2.82 |
| To support extended families | 1.89 | 2.92 | 0.74 | 4.42 | 2.16 | 1.27 |
| To assist husbands | 3.02 | 2.94 | 3.70 | 0.05 | 1.15 | 1.11 |
| Others | 2.45 | 4.60 | 3.70 | 2.49 | 2.53 | 0.83 |

- Note: (i) The above values are to be compared with 1.96
- (ii) If a computed value is greater than 1.96, we conclude that the two sub-groups are dissimilar with respect to the particular motive.
- (iii) If $|Z_c| < 1.96$, we conclude that the two sub-groups are similar with respect to the particular motive for work.

TABLE 4.15 COMPUTED Z_c FOR THE CHARACTERISTIC EDUCATIONAL ATTAINMENT.

| MOTIVES | Z_c | $Z_{t_{1-\alpha=0.05}}$ | Decision |
|------------------------------|-------|-------------------------|--------------|
| To be self supporting | 0.73 | 1.96 | Accept H_0 |
| To have security | 1.28 | 1.96 | Accept H_0 |
| To raise children | 0.08 | 1.96 | Accept H_0 |
| To support extended families | 1.14 | 1.96 | Accept H_0 |
| To assist Husbands | 1.22 | 1.96 | Accept H_0 |
| Others | 3.64 | 1.96 | Reject H_0 |

and (50-59) differ in all the motives except in motive 5 which is to assist husbands where they are the same. Also for age cohorts (40-49) and (50-59) they are similar in all the motives except in motive 3 which is to raise children, here their proportions are not the same.

Table 4.15 shows the computed Z_c for the characteristic educational attainment, here we find that the illiterate and educated females are similar in all the motives except in the motive labelled others. This means that the proportion of females that are educated who work for all the five motives are equal whereas they only differ with respect to motive 6.

In table 4.16 we find that the married and single females do not agree in all the motives. We conclude therefore that the proportion of married females who work for all the given motives are not the same with the proportion of single females who work for the same reasons.

Table 4.17 shows the comparison between the various number of children the females have to see where they agree and where they do not. We find therefore that females with 0-2 children and those with 3-5 children agree with respect to motives 1, 2, and 4 whereas they differ in motives 3, 5 and 6. For females with 0-2 children and those with 6 children and above, the table shows that they differ in all the motives except in motive 1. For females with (3-5) children and 6

TABLE 4.16 COMPUTED Z_c FOR THE CHARACTERISTIC MARITAL STATUS

| MOTIVES | Z_c | $Z_t, \alpha = 0.05$ | Decision |
|------------------------------|-------|----------------------|--------------|
| To be self supporting | 4.32 | 1.96 | Reject H_0 |
| To have security | 2.28 | 1.96 | Reject H_0 |
| To raise children | 4.65 | 1.96 | Reject H_0 |
| To support extended families | 2.53 | 1.96 | Reject H_0 |
| To assist husbands | 4.81 | 1.96 | Reject H_0 |
| Others | 4.32 | 1.96 | Reject H_0 |

TABLE 4.17 COMPUTED Z_c FOR THE CHARACTERISTIC NUMBER OF CHILDREN

| MOTIVES | (0-2)Vs (3-5) | (0-2)Vs (6+) | (3-5)vs (6+) |
|------------------------------|------------------|-----------------|-----------------|
| To be self supporting | 1.92 | 1.21 | 3.04 |
| To have security | 0.05 | 2.54 | 2.89 |
| To raise children | 4.23 | 8.14 | 4.41 |
| To support extended families | 1.19 | 3.60 | 2.54 |
| To assist husbands | 3.33 | 7.89 | 5.18 |
| Others | 4.88 | 7.32 | 2.66 |

children and above, we find that they do not agree in any of the identified motives.

Table 4.18 shows the comparison between the various occupational groups. For teachers and civil servants we find that they agree in motives 2, 3 and 6 whereas they differ with respect to motives 1, 4 and 5. For teachers and traders, they agree with respect to motives 2, 3, 5 and 6 while they differ in motives 1 and 4. Teachers and the other occupational groups, agree in motives 2, 3 and 5 while they differ in motives 1, 4 and 6. For females that are civil servants and those that are traders, we find that they agree in motives 2, 3, 5 and 6 while they differ in motives 1 and 4. Civil servants and other occupational groups agree with respect to motives 2, 3, and 4 but they differ in motives 1, 5 and 6. For the comparison between traders and other occupational groups, we find that they agree in all the motives except in the motive labelled others.

TABLE 4.18:

COMPUTED Z_c FOR THE CHARACTERISTIC OCCUPATION

| MOTIVES | Z_c | | | | | |
|------------------------------|--------------------------------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|-------------------------|
| | TEA- CHERS VS CIVIL SER. | TEA- CHERS VS TRADERS | TEA- CHERS VS OTHERS | CIVIL SER. VS TRADERS | CIVIL SER. VS OTHERS | TRADERS VS OTHERS |
| To be self supporting | 2.41 | 4.10 | 4.47 | 2.13 | 3.01 | 1.37 |
| To have security | 0.70 | 0.62 | 0.14 | 0.00 | 0.56 | 0.52 |
| To raise children | 1.49 | 1.70 | 1.08 | 0.13 | 0.42 | 0.39 |
| To support extended families | 3.12 | 5.50 | 3.51 | 2.92 | 0.61 | 1.71 |
| To assist husbands | 2.65 | 1.33 | 0.54 | 1.12 | 2.37 | 1.53 |
| Others | 0.71 | 1.06 | 4.10 | 0.42 | 3.64 | 2.91 |

4.7 INFLUENCE OF THE HUSBAND/FATHER FACTOR ON MOTIVES FOR FEMALE LABOUR FORCE PARTICIPATION.

It is necessary to assess the importance of husbands with respect to female motives for work, since males play dominant roles as husbands and fathers in the homes. Therefore an understanding of male attitudes towards women and work is vital.

In Nigeria, the freedom to work of females is highly restricted, in the sense that the husbands of married women may refuse them working irrespective of their motives for work. Likewise some fathers refuse their daughters participation in some occupations such as acting, modeling, etc. In effect, the motivation to work of the Nigerian females is highly dependent on whether such females have the freedom to work in the first place.

It is the general belief in our society that the wife's earnings are secondary because the man is often regarded as the head of the house, and as such should cater for everybody in the household. Even if the females go out to work for whatever motives, they do not have the freedom to spend what they earn. In the survey conducted, over 89% of the respondents said that they do not have freedom to spend their income. Asked whether they have to have their husband's permission to work, 98.1% said yes.

A total of 20 men, 5 each from the major clusters into which Nsukka town was divided, were interviewed to get their views about females and motives for work. 70% of these felt that females motives for work are indirectly influenced by their husbands/fathers, while 30% were indifferent responding that females were free to work for whatever reasons that they liked.

Also 40% of themen felt that men should do the work and earn enough income for the family, while 60% felt that because of today's economic realities both husbands and wives should work and earn incomes. One husband said "I did not want my wife to work, but when ends are not meeting, she started working".

However, many men are caught in an emotional tug-of-war: economic need versus entrenched ideas about manhood. That is, men are reluctant to share the power of control in the household and a second salary gives the wife more scope to assert her right for she would like to know how the money is used. As a result of this, it is difficult for the men to acknowledge that the family really needs wives' incomes.

Of the men interviewed, 85% were of the view that it was necessary for men to censor females' motives for work because in the end it would affect them, whatever reasons they choose to work for. Another issue which the men stressed was the fact that couples should count the cost of the females working irrespective of their motives. This they said is because it costs money to earn money. They were of the opinion that you have to subtract

from the female's salary: the cost of househelps; less time with the children and possible marital strain. They concluded that often there is not that much money left from the wife's salary after all the above deductions.

In short, this means taking a hard look at one's financial situation and then weighing the pros and cons of the wife's working. Some of the important costs such as the damage and negative influence on the character of the children by househelps, cannot be easily quantified. But on the whole, the men interviewed were of the opinion that the working of couples to earn incomes can produce stress and strain in the families.

In Nigeria, therefore, females and their motives for work cannot be treated in isolation from the influence the males could have on these motives. The fact that females have not got the freedom to do whatever work they want to do is very relevant. To this effect, these females may have their reasons for working but have to be guided by what their father or husbands would prefer them to do. This of course, is a great influence on women and their motives for work. A labour law if promulgated will give the females equal right and freedom to work.

CHAPTER 5

SUMMARY, IMPLICATION AND CONCLUSION

5.1 INTRODUCTION

This research work has dealt with the factors that motivate female labour force participation in Nigeria, using Nsukka town as a case study. In addition, it has attempted to identify the relationship between the motives and the personal characteristics of the females. It also looked at the importance of the husband/father factor on female labour force participation. The study covered 500 females with different educational backgrounds.

5.2 MOTIVES FOR WORK

Results revealed that females in Nsukka town worked for eleven reasons. These reasons in the order of priority were:-

- (a) to be self-supporting;
- (b) to have security;
- (c) to help raise children;
- (d) to support extended families;
- (e) to assist husbands;
- (f) to make use of education and training;
- (g) to be free and independent;
- (h) to meet people and exchange ideas;
- (i) to contribute to nation building;
- (j) to escape boredom; and
- (k) to have prestige, power and control.

5.3 MOTIVES AND PERSONAL CHARACTERISTICS

Five personal characteristics of the females (age, education, marital status, number of children and occupation) were used to analyse their motives for work. The results showed that the priority of the females in the different categories varied with respect to their motives for work.

Using the chi-square (X^2) test of homogeneity of populations, the hypotheses of homogeneity of populations were rejected for all the characteristics. This confirmed that the motives for work were not the same for all females with respect to the different categories. That is, motives for work were different for the different age groups, levels of formal education, marital status, family size and occupational groups.

5.3.1 AGE GROUP AND MOTIVES

Results showed that for age group 15-29, their primary motives were to be self-supporting, to have security and to make use of education and training. The implication here is that one can use incentives such as job security, increase in salaries and positions that enable the utilization of education and training acquired to effect increased productivity.

The results further showed that the motives to be self-supporting, to have security and to assist husband were of primary importance to age group 30-39. Any incentives therefore, dealing with job security, take home pay and provision for

educational and recreational facilities for the children, would interest females of this age group.

It was discovered that for age group 40-49, their primary motives were to support their extended families and to help raise their children. Any appeal for increased productivity for this age group should include incentives that would increase their take home pay and improve educational and recreational facilities for their children.

Furthermore, it was discovered that for females in age group 50-59, the primary motives for work were to raise children and to assist husband. Consequently to increase productivity within this age group, programmes that ensure their children and husband's welfare should be emphasised.

5.3.2 EDUCATION AND MOTIVES

Surprising as it may seem, the motives for work for both illiterates and educated females were essentially similar. For the illiterates, the primary motives were to be self-supporting, to have security and to support extended families, while for the educated, they had to be self-supporting, to have security and to raise children. The essential difference was in the secondary motives such as to make use of education and training, to contribute to nation building and to have prestige, power, and control, and these are of no use to the illiterate females.

One obvious conclusion is that you cannot use any of these secondary motives to appeal to the illiterate females to increase

productivity. However the two groups would be interested in any programme dealing with job security, take home pay, and provision of improved facilities for children's welfare.

5.3.3 MATITAL STATUS AND MOTIVES

Married and single females differed in all the motives. For the single girls their primary motives for work were to be self-supporting and to have security, while for the married females they were to assist husband and to raise children. Therefore to increase the productivity of the single girls, efforts should be geared towards providing job security and increased pay. For the married females, programmes such as increased take home pay, better educational/recreational facilities for children, will be most effective.

5.3.4 NUMBER OF CHILDREN AND MOTIVES

Females that were childless, had to be self-supporting and to have security as their primary motives for work. The primary motives of those with one or two children were to make use of education and training, and to be free and independent; those with three children were to support extended families, and to be self-supporting; those with four to six children were to be self-supporting, and to have security; while those with 7 or more children were to help raise children, and to assist husbands.

Consequently for females with less than six children, emphasis should be on job security and increased pay, whereas

females with 7 or more children could be encouraged to work harder by increases in take home pay and improvements in educational/ recreational facilities for their children.

5.3.5 OCCUPATION AND MOTIVES

The primary motives for working for teachers were to be self-supporting and to help raise their children. Civil servants worked because they wanted to be self-supporting and to assist their husbands, while traders wanted to support extended families and to have security. For the professionals, their primary motive was to make use of education and training; for the petrol attendants, to support extended families; for the nurses, to have security, and to support extended families; for bankers, to make use of education and training; whereas, for the farmers it was to help raise children.

5.4 HUSBAND/FATHER FACTOR

Since males play dominant roles as husbands and fathers in the homes,, an understanding of their attitudes towards females and motives for work is vital.

Of the 20 men interviewed, 40% felt that men should do the work and earn the income for the family while the females take care of the family. Sixty per cent were of the opinion that in view of today's economic realities both husbands and wives should work and earn incomes. The survey also revealed that men were reluctant to share the power of control in the household.

Eighty-five per cent were of the view that it was necessary for men to censor females' motives for work. Their reason was that in the end it would affect them, whatever reasons the females chose to work for. The men also stressed that couples should count the real cost of the females working. For example, stress and strain can be caused in the families if both husbands and wives go out to work. Also 98.1% of the females said that they had to have their husbands permission to work, while over 89% said that they did not have freedom to spend their income.

The implication here is that males greatly influence the decisions of females with regard to motives for work. Male attitudes towards females and work have been shown to indicate a secondary position in the male's order of priority.

5.5 CONCLUSION

This project report has been an effort to increase public awareness of the factors that motivate female labour force participation. In addition, it has examined the relationships between motives for work and the personal characteristics of the females. It also highlighted the attitudes of males towards females and motives for work.

One obvious limitation of this study is that it is localised in scope and it is dangerous to use the results here to generalise for the entire nation. But the results could serve as a guide for future studies in other urban centres in the

country. As long as we are therefore conscious of this limitation, we shall then in this conclusion bring out the usefulness of this work.

It appears that indepth knowledge of important aspects of female labour force behaviour such as their motives for work and its relationships with their personal characteristics, have not been focused upon in the promotion of ways of increasing productivity in the country. In addition, amany government decisions affecting females, are apparently based on judgement or other subjective means. For example, the effects of female's age on their motives for work have not been explored for greater productivity. Furthermore, the dearth of indepth recorded studies on females and motives for work, means that information of far-reaching implications for female participation in the labour force is not available. For example, in recruiting females there are some types of jobs that require certain motivation. It would be proper if such jobs are reserved for females in the age group that have these types of mot@vation. Therefore, this contribution to knowledge regarding female motives for work should enhance the ability of those concerned to plan effectively for greater female participation and productivity. The project report is recommended to all who are interested in the labour force.

In effect, this study and the analyses therein are not limited to the Nsukka females by implication. As such the outcome

of such research should be useful to Women Organisations in Nigeria. This is because by knowing why females go to work (motives) and by mapping out those motives they think are necessary, they can enhance female increased participation in economic development. They can then concentrate their public enlightenment efforts on such motives. For instance, assuming it is agreed that every female needs some element of prestige, power and control (motive 11) and it is discovered that various groups of females disagree on the importance of this motive, then their campaign efforts should be geared towards getting all females to see the importance of such a motive.

Although some sections may hold more information/interest for different readers, it is hoped that for maximum benefit, the entire work should be read. In chapter 4, the research-oriented individual is given food for thought.

This research work has been a worthwhile experience. The scope has been made extensive purposely in order to cover as much ground as is reasonably possible. With the amount of data supplied here, future researches in this area are expected to do two things:-

- 1) One needs to first ascertain whether these motives and observed relationships between the motives and the personal characteristics hold true for the entire nation; and

2) Once (1) is achieved, further researches should be limited in scope to concentrate on the differences between the various groups.

This goes to show that there are many problems connected with this study yet to be solved which this researcher hopes to tackle in due course.

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APPENDIX 1QUESTIONNAIRE FOR FEMALES

1. Age
2. Marital Status
3. Religion
4. Number of Children
5. Place of work
6. Can you read and/or write:
7. What is the highest educational qualification you have?
.....
8. At what age did you start working?
9. What is your present occupation?
10. Is it a full or part time job? If part-time why?
.....
11. What were your previous jobs?
12. Have you continued to work after marriage?
13. Do you normally cease to work during the course of
childbearing?
14. How did you obtain your job? By Personal contacts, family
ties, labour exchange office, others (specify) (underline)
15. Given that the primary aim for working is to earn money,
which of the following motives for working is applicable
to you (Rank 1, 2, 3, etc., in order of priority).

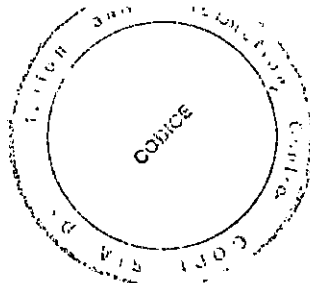
| | | |
|----------------------------------|--|---------------------------------------|
| To be self-supporting | To support extended family | Escape boredom |
| To help raise children | To contribute to nation building | To meet people and exchange ideas ... |
| To Assist husband | To make use of education and training..... | Prestige, power and control |
| To be free and Independent | Others..... | To have security |

- 16 Did you have your husband's approval to work?
If not, what were his reasons?
.....
17. If you change your job, will you ask for your husband's
permission?
18. Do you have the freedom to spend what you earn?.....
19. Are there any other ways you try to supplement your income?
(poultry, gardening, sowing, kiosks etc.)
20. What is your husband's occupation?
21. Does he earn more than you do?

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APPENDIX IIQUESTIONNAIRE FOR MALES

1. Age
2. Marital Status
3. Number of children
4. Occupation
5. Level of Education
6. Wife's Occupation (if any)
7. Are you in support of married women working? Give reasons
8. Do you think that men influence females' motives for work?
9. Will your wife obtain your permission before choosing her job?
10. Does your wife have freedom to spend what she earns?
11. Do you earn more than your wife?
12. Give your opinion about women and work in Nigeria in two or three sentences.



APPENDIX III

Derived Tables for Tests of Homogeneity of Populations.

The figures in brackets represent the expected frequencies

TABLE A: MOTIVE VS AGE

| | A G E | | | | TOTAL |
|----------------------------|------------|------------|------------|-----------|------------|
| | 15-29 | 30-39 | 40-49 | 50-59 | |
| To be self-supporting | 41(35.36) | 41(32.86) | 18(25.38) | 4(10.4) | 104 |
| To have security | 38(29.92) | 30(27.81) | 17(21.47) | 3(8.8) | 88 |
| To raise children | 7(25.16) | 20(23.38) | 26(18.06) | 21(7.4) | 74 |
| To support extended family | 20(23.46) | 10(21.80) | 31(16.84) | 8(6.9) | 69 |
| To assist husbands | 8(20.74) | 24(19.28) | 18(14.88) | 11(6.1) | 61 |
| Others | 56(35.36) | 33(32.86) | 12(25.38) | 3(10.4) | 104 |
| TOTAL | 170 | 158 | 122 | 50 | 500 |

Comments: I. Derived from table 4.8

ii. $\chi^2_{cal} = 115.14$

TABLE B: MOTIVE Vs EDUCATIONAL ATTAINMENT

| MOTIVE | EDUCATIONAL ATTAINMENT | | |
|----------------------------|------------------------|-----------|--------|
| | ILLITERATES | EDUCATED | TOTALS |
| To be self-supporting | 30 (27.66) | 74(76.34) | 104 |
| To have security | 28 (23.41) | 60(64.59) | 88 |
| To raise children | 20 (19.68) | 54(54.32) | 74 |
| To support extended family | 22 (18.35) | 47(50.65) | 69 |
| To assist husband | 20 (16.23) | 41(44.77) | 61 |
| Others | 13 (27.66) | 91(76.34) | 104 |
| TOTAL | 133 | 367 | 500 |

Comments: i. Derived from table 4.9

ii. $X^2_{cal} = 14.29$

TABLE C: MOTIVES Vs MARITAL STATUS

| MOTIVE | MARITAL STATUS | | |
|----------------------------|----------------|------------|------------|
| | Single | Married | Total |
| To be self-supporting | 43(26.62) | 61(77.38) | 104 |
| To have security | 31(22.53) | 57(65.47) | 88 |
| To raise children | 2(18.94) | 72(55.06) | 74 |
| To support extended family | 9(17.66) | 60(51.34) | 69 |
| To assist husband | -(15.62) | 61(45.38) | 61 |
| Others | 43(26.62) | 61(77.38) | 104 |
| TOTAL | 128 | 372 | 500 |

- Comments:
- i. Derived from table 4.10
 - ii. $X^2_{cal} = 78.45$

TABLE D: MOTIVES Vs NUMBER OF CHILDREN

| MOTIVES | NUMBER OF CHILDREN | | | |
|----------------------------|--------------------|------------|------------|------------|
| | 0-2 | 3 - 5 | 6+ | Total |
| To be self-supporting | 37(38.69) | 43(31.41) | 24(33.90) | 104 |
| To have security | 38(32.74) | 33(26.58) | 17(28.69) | 88 |
| To raise children | 2(27.53) | 18(22.35) | 54(24.12) | 74 |
| To support extended family | 36(25.67) | 23(20.84) | 10(22.49) | 69 |
| To assist husband | 1(22.69) | 11(18.42) | 49(19.89) | 61 |
| Others | 72(38.69) | 23(31.41) | 9(33.90) | 104 |
| TOTAL | 186 | 151 | 163 | 500 |

Comments: i. Derived from table 4.11

ii. $X^2_{cal.} = 202.72$

TABLE E: MOTIVES Vs OCCUPATION

| MOTIVE | O C C U P A T I O N | | | | |
|-------------------------------|---------------------|-------------------|------------|-----------|------------|
| | Teachers | Civil Servants | Traders | Others | Total |
| To be self-support- -ting | 50(30.99) | 37(35.57) | 13(22.88) | 4(14.56) | 104 |
| To have security | 29(26.22) | 28(30.10) | 18(19.36) | 13(12.32) | 88 |
| To raise children | 30(22.05) | 21(25.31) | 13(16.28) | 10(10.36) | 74 |
| To support extended family | 5(20.56) | 23(23.60) | 30(15.18) | 11(9.66) | 69 |
| To assist husband | 12(18.18) | 31(20.86) | 14(13.42) | 4(8.54) | 61 |
| Others | 23(30.99) | 31(35.57) | 22(22.88) | 28(14.56) | 104 |
| TOTAL | 149 | 171 | 110 | 70 | 500 |

Comments: i. Derived from table 4.12

ii. $\chi^2_{cal} = 79.52$

APPENDIX IVCHI-SQUARE TEST OF HOMOGENEITY: AN ILLUSTRATIONTHE CASE OF MOTIVESS AND AGEHYPOTHESIS

H_{o_1} : Motives for work is the same for all the different age groups.

H_{A_1} : Motives for work is not the same for all the different age groups.

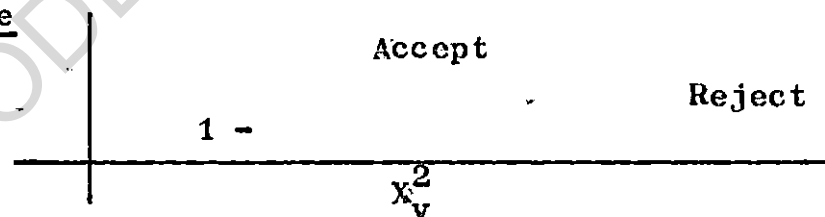
Test Statistic

$$X^2_{cal.} = \sum_{\text{over all cells}} \frac{(O_{ij} - E_{ij})^2}{E_{ij}}, \quad X^2,$$

where, $E_{ij} = \frac{R_i \times C_j}{n}$

$= (r-1)(c-1) = \text{degrees of freedom}$

$X^2, = \text{tabulated upper } x\% \text{ point of the cumulative distribution of } x^2$

Decision Rule

Reject H_{o_1} (in favour of H_{A_1}) at the $x (=0.05)$ level of significance if

$$X^2_{cal} > X^2_v, x$$

Computation

Using $E_{ij} = \frac{R_i \times C_j}{n}$, we obtain the expected frequency shown in Table A of Appendix I.

$$\begin{aligned}
 \text{Now, } \chi_{\text{cal}}^2 &= \frac{(41-35.36)^2}{35.36} + \frac{(41-32.86)^2}{32.86} + \frac{(18-25.38)^2}{25.38} + \\
 &\frac{(4-10.4)^2}{10.4} + \frac{(38-29.92)^2}{29.92} + \frac{(30-27.81)^2}{27.81} + \frac{(17-21.47)^2}{21.47} + \frac{(3-8.8)^2}{8.8} \\
 &+ \frac{(7-25.16)^2}{25.16} + \frac{(20-23.38)^2}{23.38} + \frac{(26-18.06)^2}{18.06} + \frac{(21-7.4)^2}{7.4} + \\
 &\frac{(20-23.46)^2}{23.46} + \frac{(10-21.80)^2}{21.80} + \frac{(31-16.84)^2}{16.84} + \frac{(8-6.9)^2}{6.9} + \\
 &\frac{(8-20.74)^2}{20.74} + \frac{(24-19.28)^2}{19.28} + \frac{(18-14.88)^2}{14.88} + \frac{(11-6.1)^2}{6.1} + \\
 &\frac{(56-35.36)^2}{35.36} + \frac{(33-32.86)^2}{32.86} + \frac{(12-25.38)^2}{25.38} + \frac{(3-10.4)^2}{10.4} \\
 &= 0.90 + 2.02 + 2.15 + 3.94 + 2.18 + 0.17 + 0.93 \\
 &+ 3.82 + 13.11 + 0.49 + 3.49 + 25.00 + 0.51 + 6.39 \\
 &+ 11.91 + 0.18 + 7.83 + 1.16 + 0.65 + 3.94 + 12.05 \\
 &+ 0.0006 + 7.05 + 5.27 \\
 &= \underline{115.14}
 \end{aligned}$$

$$r = 6, c = 4, \alpha = 0.05, v = 5 \times 3 = 15$$

$$\chi_{15,0.05}^2 = 25.00 \text{ (from the } \chi^2 \text{ table)}$$

Conclusion: Since $115.14 > 25.0$, we reject H_0_1 (in favour of H_{A_1}) at the 5% level of significance and conclude that motives for work is not the same for all the different age cohorts.

APPENDIX VTEST OF EQUALITY OF PROPORTIONS: AN ILLUSTRATION

CHARACTERISTIC: AGE

SUB-POPULATIONS: POPULATION I: (15-29)

POPULATION II: (30-39)

MOTIVE: SELF-SUPPORTINGHYPOTHESIS

$H_0: P_1 = P_2$ (i.e. the proportion of females who work to be self-supporting is the same for the two age cohorts.)

$H_A: P_1 \neq P_2$ (the proportion of females who work to be self-supporting is not the same for the two age cohorts.)

Test Statistic

$$Z_c = \frac{P_1 - P_2}{\sqrt{P(1-P)\left(\frac{1}{n_1} + \frac{1}{n_2}\right)}}$$

Decision Rule

| | | |
|-----------------|--------------|----------------|
| Reject H_0 | Accept H_0 | Reject H_0 |
| $\alpha/2$ | | $\alpha/2$ |
| $-Z_{\alpha/2}$ | | $Z_{\alpha/2}$ |

Reject H_0 (in favour of H_A) at the α ($=0.05$) level of significance if

$$|Z_c| > Z_{\alpha/2}$$

where $Z_{x/2}$ denotes the upper $x/2$ point of the standard Normal distribution.

Computations

$$n_1 = 170, n_2 = 158, P_1 = \frac{41}{170} = 0.24$$

$$P_2 = \frac{41}{158} = 0.26$$

$$P = \frac{170 \times 0.24 + 158 \times 0.26}{170 + 158} = 0.25$$

$$P_1 - P_2 = -0.02$$

$$\sqrt{P(1-P)\left(\frac{1}{n_1} + \frac{1}{n_2}\right)} = \sqrt{0.25 \times 0.75 \left(\frac{1}{170} + \frac{1}{158}\right)}$$

$$= 0.0478$$

$$Z_c = \frac{-0.02}{0.0478} = -0.4184$$

$$|Z_c| = 0.4184; \quad \alpha = 0.05, \quad \alpha/2 = 0.025$$

$$Z_{0.025} = 1.96 \quad (\text{from Normal Table})$$

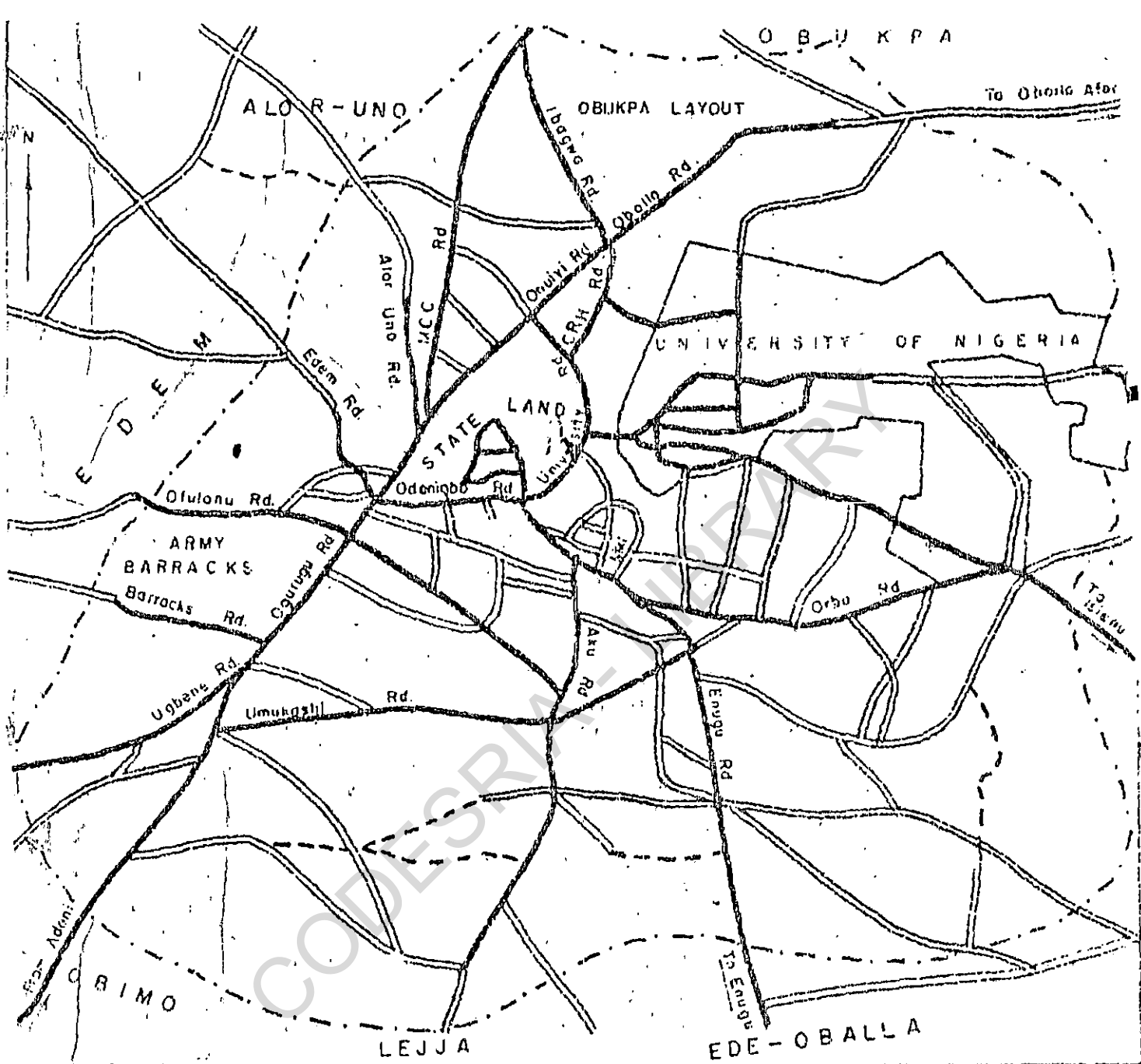
Conclusion

| | | |
|-------|---|-------|
| 0.025 | | 0.025 |
| -1.96 | 0 | 1.96 |
| 0.42 | | |

Since $0.42 < 1.96$, we do not reject H_0 and we conclude that the proportion of females who work to be self-supporting is the same for both age cohort (15-29) and (30-39).

APPENDIX VIGlossary of Relevant Symbols

| <u>Symbol</u> | <u>Meaning</u> |
|---------------|-------------------------------------|
| | Degrees of freedom |
| $E()$ | Expected Values |
| $O()$ | Observed Values |
| H_0 | Null hypothesis |
| H_1 | Alternative Hypothesis |
| n | Sample size |
| χ^2 | Chi-square |
| Z | Z - score |
| | Sum of |
| P | Sample proportion |
| $ Z $ | Absolute (or numerical) value of Z. |



| KEY | |
|-----|-----------------------|
| | Nsukka Urban Boundary |
| | Major Torted Roads |
| | Foot path |
| | Some Roads & Streets |

Fig. 1 MAP OF NSUKKA URBAN