Legal Analysis of Gender Inequality and Women Development in Bayelsa State, Nigeria

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Abstract: *This study explored the legal analysis of gender discrimination and women development in Bayelsa State, Nigeria. The specific objectives were to investigate the relationship between employment gender discrimination and women empowerment in Bayelsa State, Nigeria; to investigate the relationship between educational gender discrimination and women empowerment in Bayelsa State, Nigeria; to investigate the relationship between political gender discrimination and women empowerment in Bayelsa State, Nigeria and to investigate the relationship between religious gender discrimination and women empowerment in Bayelsa State, Nigeria. The study anchored on gender stratification theory and cross sectional research design was adopted with a target population of employed women and a sample size of 385 of formal sector employees was determined using Cochran standard formula. Primary and secondary sources of data were used. The primary data utilised a well structured questionnaire as a source of data collection after validity and reliability tests and the responses obtained from the administered questionnaires were analysed using univariate, bivariate and multivariate analysis and the multiple regression model suggested a positive and significant relationship between employment gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and significant relationship between educational gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and significant relationship between political gender discrimination and women empowerment in Bayelsa State, Nigeria; and a positive and significant religious gender discrimination and women empowerment in Bayelsa State, Nigeria. On the basis of the findings, the study concluded that gender discrimination positively and significantly impact on women development in Bayelsa State, Nigeria. Therefore, on the basis of conclusion, the study recommended amongst others that women should be given proper knowledge in terms of education and raising awareness about gender discrimination and its effects on women development. Also, the government should implement policies that promote gender equality.*

Keywords: gender discrimination, women development, economic and political empowerment

INTRODUCTION

The 5th goal of the sustainable development goal (SDG) centred on gender equality. This is the reason of international attention is on achieving gender equality and give power to all women and girls. The argument for or against gender discrimination is a discussion that has lingered in worldwide discuss. Some past studies have provided arguments that gender discrimination increases economic growth (Kleven & Landais, 2017; Worsdale & Wright, 2020).However, some other researchers (Kleven & Landais, 2017; Falk & Hermle, 2018) have indicated that gender discrimination negatively influences the economy. Gender discrimination is a challenging subject as it reduces the happiness of an individual and it is viewed as a form of prejudice in the very notion of equity (Rewhorn, 2020). Gender discrimination is a many-sided notion that includes both opportunities and outcomes. Discrimination is connected with division economically or socially. The presence of barriers mostly drives discrimination. These barriers encumber increasing movement in social classes through income and wealth crystallization. These barriers give certain high class people access to a better stake of societal resources; consequently make them better off than those in the lower class (Matthew et al., 2020). A number of factors describe the gap in gender-based earning, such as segregation by occupation and industry, differences in physical structure, education and skill acquisition, contributing to differences in earning (Para-Mallam, 2017). The most recent examination of the Nigerian economy by the International Monetary Fund (IMF) indicated that closing the gender gap is fundamental in attaining better expansion in the economy, improving productivity and higher economic stability (Adegbite & Machethe, 2020).

Gender discrimination is the difference between the male and female gender. It is also described as gender inequality which is the unfair or unequal treatment of individuals based on their gender, which manifest in prejudice or discrimination based on a person's sex or gender, unconscious or conscious attitudes that perpetuate gender stereotypes, attributing fixed, over simplified or inaccurate features to individuals based on gender, physical and emotional or sexual violence against persons based on gender etc. Bilan, at al. (2020) argued that gender discrimination entails the employment of women and men at different levels at workplace. Coffman et al (2021) argued that gender discrimination is connected to individuality of women and men that connected to bias. Heilman and Caleo (2018) noted that gender discrimination that makes direct and indirect challenges for women and men in getting employment. Gender discrimination consists of hiring and employment to men and rejecting hiring of women in organisations (Flage, 2018). They provide benefits to men and promotion and intentionally disgrace women benefits and promotion on workplace (SteelFisher, et al., 2019). Women and men work in their capability. Gender discrimination reduces through learning (Sohn, 2015). Gender discrimination reduces through better society values, economic status of women role of government rules. Women and men both facing gender discrimination on workplace (Kaul, 2018). Some research akin to men and women has their capability to attain their objectives of life they have rights to realize their succession of life (Asplund, et al., 2020). Women should be right to part in society works (Chen, et al., 2017). Women skills and competences are not like men to work in organization (Shen, 2022).

Notwithstanding numerous strategies put in place by the Nigerian government and United with other private organizations to decrease gender discrimination to the lowest, gender discrimination persist to be a threat to society. In light of this discrepancy across gender, this study seeks to critically evaluate the legal analysis of gender discrimination and women development in Bayelsa State, Nigeria. The following are the specific objectives of the study:

1. To investigate the relationship between employment gender discrimination and women empowerment in Bayelsa State, Nigeria.
2. To investigate the relationship between educational gender discrimination and women empowerment in Bayelsa State, Nigeria.
3. To investigate the relationship between political gender discrimination and women empowerment in Bayelsa State, Nigeria.
4. To investigate the relationship between religious gender discrimination and women empowerment in Bayelsa State, Nigeria.

The following research question were analysed in this study:

1. What is the relationship between employment gender discrimination and women empowerment in Bayelsa State, Nigeria?
2. What is the relationship between educational gender discrimination and women empowerment in Bayelsa State, Nigeria?
3. What is the relationship between political gender discrimination and women empowerment in Bayelsa State, Nigeria?
4. What is the relationship between religious gender discrimination and women empowerment in Bayelsa State, Nigeria?

The following null hypotheses were tested in this study:

Ho1: Employment gender discrimination does not positively and significantly impact on women empowerment in Bayelsa State, Nigeria.

Ho1: Educational gender discrimination does not positively and significantly impact on women empowerment in Bayelsa State, Nigeria.

Ho1: Political gender discrimination does not positively and significantly impact on women empowerment in Bayelsa State, Nigeria.

Ho1: Religious gender discrimination does not positively and significantly impact on women empowerment in Bayelsa State, Nigeria.

LITERATURE REVIEW

Concept of Gender Discrimination: Gender discrimination is the difference between the male and female gender. It is also described as gender inequality which is the unfair or unequal treatment of individuals based on their gender, which manifest in prejudice or discrimination based on a person's sex or gender, unconscious or conscious attitudes that perpetuate gender stereotypes, attributing fixed, over simplified or inaccurate features to individuals based on gender, physical

and emotional or sexual violence against persons based on gender etc. It involve women are delicate in their workplace and men meet excess strength workplace pressure women have slow working men complete their task (Napier, et al., 2020). Lin (2021) noted that gender discrimination is the disproportionate action of members of one gender against members of another one. Gender discrimination comprise dissatisfaction men satisfaction at workplace (Asplund, et al., 2020). Women control security is less influence in organization. Women less affect on social workings, influence and responsibility (Kucharska, 2018). Gender discrimination create by giving women lower level and refuse to promote differentiation level which create discrimination impact by employee training, projects, more action at workplace upstanding distinction influence by authority increase and salary difference (SteelFisher, et al., 2019). Children affect same for women and men in public organization then individual workplace. The impact of social activities on men and women un equally on workplace, same for women or men in public workplaces then individual work places (Kucharska, 2018). Women are more facing discrimination as paramedical staff in public department and doctor at private sector and nurse in public or in private health sector as well. Women are facing unequally at non private and private education sectors. Teachers at non private and private medical sectors other education institutes teachers non private and private sector below gender unfairness. Women excessive discriminate in public and private organization female of wage group eight thousand face more discrimination many face excessive unequally (Triana, et al., 2019). The Convention on the Elimination of all Forms of Discrimination Against Women defines discrimination against women as any difference, segregation or limitation made based on sex which has the consequence or reason of damage or invalidate the acknowledgment, pleasure or use by women, irrespective of their married position, on a foundation of impartiality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Concept of Women Development: Women development refers to the process of empowering women to reach their full potential and improve their overall well-being. Reshi and Sudha (2023) suggested women development encompasses various aspects including economic empowerment, educational empowerment, social empowerment, political empowerment, legal empowerment, cultural empowerment, personal empowerment, environmental empowerment, technological empowerment etc. Reshi and Sudha (2021) argued that it aims to address gender discrimination and promote gender justice, enabling women to lead fulfilling lives and contribute to their communities and societies. Sustaining women's development requires a multifaceted approach that addresses the various aspects of women's lives and empowerment. The following strategies can be used to sustain women development: continued education and skills training, policy and legal frameworks, networking and mentoring, monitoring and evaluation, resource allocation and funding etc (Reshi, 2023).

Theoretical Framework: This study is anchored on the gender stratification theory advocated by Rae Lesser Blumberg (1984). The theory describes the complete framework for accepting the unequal distribution of resources, opportunities, and power between men and women in society. Blumgerg (1984) explains that gender stratification is a consequence of an intricate interaction between gender roles, social norms, and institutional practices. Gender roles define opportunities

for men and women's skills, competences and aspirations, which can delineate opportunities and entrance to resources for definite groups, but at the same time, these unequal results also strengthen and are responsible for gender roles. Blumberg explains the role of social institutions such as the economy, the family, and the organization in determining gender stratification. The author further noted that these institutions can either strengthen or confront gender inequality, depending on their policies and practices. The author argues that policies such as gender neutral practices, especially human resource practices and anti-discrimination policies can help to reduce gender inequality, while policies that reinforce traditional gender roles and stereotypes can reinforce inequality. This theory provides a valuable framework for understanding the ways in which gender stratification operates in organizations and the ways in which it can be challenged and transformed. The theory has continued to be widely cited and influential in the field of sociology and organizations, offering a comprehensive and systematic perspective on the issue of gender stratification. Gender stratification theory posits that gender operates as a social system in which men hold more power and status compared to women, resulting in systematic gender-based disparities in a range of domains, including the workforce, education, politics, and family life (Becker & Moen, 1999). The literature on gender stratification in the workplace highlights the persistent disparities in pay, promotions, and leadership opportunities between men and women (Budig & England, 2001). A large body of research has demonstrated that women continue to earn less than men for the same work, a phenomenon commonly referred to as the "wage gap" (Blau & Kahn, 2017). Women are disadvantaged compared to men (Mabsout & van Staveren, 2010) creating an invisible divide. Moreover, research has also shown that women are underrepresented in high-level management positions, with less than 5% of Fortune 500 CEOs being women (Catalyst, 2018). Moreover, research has also demonstrated the positive impact of diversity and inclusion initiatives on reducing gender disparities in the workplace (Rogghe, et al., 2019).

Empirical Review
Guthridge et al (2022) analysed gender equality using a systematic review of interventions.The study was designed to recognize and analyse evidence for the effectiveness of social justice, cognitive, or behaviour-change interventions that sought to reduce gender inequality, gender bias, or discrimination against women or girls. This study synthesized 78 research papers based on 36 qualitative, 23 quantitative and 19 using multi-methods to achieve the eligibility criteria after screening 7,832 citations identified from several journals and content analysis was used synthesizes. The outcome revealed that improved gender inclusion was the most frequently reported change indicating 39, particularly for education and media interventions. 58% of interventions measuring social change in gender equality did not achieve beneficial effects. Most gender mainstreaming interventions had only partial beneficial effects on outcomes, calling into question their efficacy in practice. 28% of interventions used education and awareness-raising strategies, which also predominantly had only partial beneficial effects.

Asif and Rehman (2021) investigated gender discrimination on workplace environment and job satisfaction. The study utilized quantitative cross sectional survey research design and a target population of Female employees from EEFU Takaful, University of Agriculture, Orient group of Company, Haier Group Company and Ali Gohar with a sample size of 155 using convenience

sample technique. The study used primary and secondary sources of data collection. The primary data was collected from a well structured questionnaire after validity and reliability tests. The responses from the questionnaire distributed were analysed using descriptive statistics, correlation and regression analysis. The findings indicated that a negative and significant relationship between gender discrimination and workplace environment; a negative link between gender discrimination and job satisfaction; workplace environment positively impact on job satisfaction and workplace environment mediates on the relationship between gender discrimination and job satisfaction.

Adeosun and Owolabi (2021) carried out a study of the determinants and outcomes of gender inequality in Nigeria. The study adopted ex post facto research design and a sample of 2015 to 2016 GHS panel. The study adopted secondary sources of data obtained from the National Bureau of Statistics (NBS), the Federal Ministry of Agriculture and Rural Development (FMA and RD), the Bill and Melinda Gates Foundation (BMGF) and the World Bank (WB). The secondary data collected were analysed using descriptive analysis and OLS regression analysis. The results suggested that gender discrimination is more prominent across the region, location and in a number of sectors of service than the others. Geographical area has a superior effect on earnings difference but is more obvious among females. Also, the result revealed that gender within discrimination was high in the regions, education, location, and marital status while a higher level of education contributes to high wages for women. However, wedded women are more disadvantaged.

METHODOLOGY

This investigation utilized cross sectional survey research design. This design was chosen for the reason of its potential to provide critical responses to the study objectives, research questions and hypotheses. Cross sectional survey research was chosen on the basis of respondents' accessibility and spread of private sector women employees in Bayelsa State. The target population of the study consists of women employed in Bayelsa State formal employees, who comprised the bulk of formal sector employees in the State. A sample size of 385 of formal sector employees was determined using Cochran (1977) standard formula. According to Appah (2020), this formula was preferred for the reason that it is utilised for an infinite population size (Total No of women in private sector employment in Bayelsa State is unknown). The formula computation is presented as follows:

$$n = \frac{Z^2 \times P \times (1-P)}{C^2}$$

$$= \frac{1.96 \, x \, 1.96 \times 0.5 \times (1-0.5)}{0.05 \, x \, 0.05}$$

$$= 384.16 => 385$$

Z = Z-value (e.g 1.96 for a 95% Confidence level)
P = Population proportion in percentage expressed as decimal 50% (0.5).

C = Confidence interval or margin of error allowable in the sample estimate of population which is valued to be 5% (0.05)

This study utiltised primary data as the instrument for data collection from a well structured questionnaire on a five-point Likert scale, ranging from strongly agree to strongly disagree, and it was pretested to establish the validity and reliability of the instruments. Data were collected through the self-report of the respondents of women in formal private employment in Bayelsa State and analysis was executed through SPSS and Eview softwares.

The study variables were designed by the researchers through existing scientific literature. The questionnaire consists of two sections of A and B. Section A consists of demographic data while Section B consists of statements measuring respondents perceptions on gender discrimination and women development. Nevertheless, when questionnaires were distributed to respondents' for data collection, only 264 persons responded to the questionnaire. A total of 243 questionnaires were used for the data analysis. As a result, 121 respondents failed to return the questionnaires, and 21 questionnaires were not properly filled by the respondents. This implies a response rate for questionnaire was 69%.

Appah (2020) noted that validity of a measurement instrument is when an instrument measures what it is supposed to measure and this study adopted content validity where the instrument contains sufficient reporting of the different aspects of the constructs. This was derived through the structuring of the questionnaire by academics, tax professionals and chartered accountants in Bayelsa State. The authors adopted Cronbach's alpha to determine the reliability of the instrument using the Statistical Software for Social Sciences (SPSS). The reliability statistics are presented in Table 1 below.

The coefficients in table 1 revealed that the dimensions of the research instruments are above the threshold of 0.70, which means the measurement instrument possesses internal consistency. As suggested by Appah (2020), the reliability indicator is good when the coefficient is above 0.70.

Table 1: Reliability Statistics of Measuring Instrument

Construct	Number of items	Cronbach Alpha
Employment Discrimination (EMD)	5	0.72
Educational Discrimination (ECD)	5	0.80
Political Discrimination (POD)	5	0.74
Religious Discrimination (RED)	5	0.82
Women Empowerment (WOE)	5	0.70

Source: Authors' Creation (2024)

The data collected from the administered questionnaires were analysed using a three stage process of univariate analysis, bivariate analysis and multivariate analysis. The multiple regression was guided by a linear model below:

$WOE = \beta_0 + \beta_1 EMD + \beta_2 ECD + \beta_3 POD + \beta_4 RED + e$ --- (1)

WOE = Women Empowerment; EMD =Employment Discrimination; ECD = Educational Discrimination; POD =Political Discrimination and RED = Religious Discrimination and $\beta_0 - \beta_4$ represents the regression coefficient; while ℮ the error term.

RESULTS AND DISCUSSIONS

Presentation of Data
This study was a field work where the researchers had directly and indirectly contacts with the respondents at different time. This section was designed to enable the researcher present the primary data collected from the cross sectional research work and the results obtained are analysed with the help of statistical package for social sciences (SPSS).

Table 2   Questionnaire Distribution

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Number returned and correctly filled	243	63	63	63
	Number returned and not correctly filled	21	6	6	69
	Number not returned	121	31	31	100.0
	Total	385	100.0	100.0	

Source: Field Survey (2024) Via **SPSS Output**

Table 2 revealed that a total of three hundred and eighty five copies of the questionnaires were distributed to the respondents. Out of this number, two hundred and forty three (243) representing 63% response rates were correctly filled and returned while one hundred and twenty one copies representing 31% were not returned. However, twenty one (21) representing 6% were returned but not correctly filled and therefore rejected. The implication is that the analysis of data will be based on two hundred and forty three (243) representing 63% that were returned and correctly filled.

Univariate Analysis
In this part of the study, univariate analysis has been done on the various variables and presented in tables 3 to 6 respectively. Using the modified Likert scale, the keys to the tables are as KEY: SA= Strongly Agree, A= Agree, UD= Undecided, D= Disagree, SD= Strongly Disagree

Table 3   Descriptive Statistics of Employment Gender Discrimination

S/N	Items	N	Min	Max	Mean	Std. D
1	Employment gender discrimination means unequal pay for equal work given to women.	243	1.00	5.00	3.609	1.293
2	Employment gender discrimination means women being confined to certain jobs and industries	243	1.00	5.00	3.812	1.268
3	Employment gender discrimination means women facing barriers to advancement in rank and positions.	243	1.00	5.00	3.609	1.365
4	Employment gender discrimination means women discrimination based on pregnancy or family responsibilities	243	1.00	5.00	3.581	1.273
5	Employment gender discrimination means women facing fewer opportunities for training, promotion and career advancement	243	1.00	5.00	3.601	1.290
	Valid N (listwise)	**243**			**3.642**	**1.298**

Source: Field Survey (2024)

The results in table 3 depicted the descriptive statistics of the mean and standard deviation responses on employment gender discrimination variable using five questionnaire items that was designed on a five point Likert scale. Thus, the questionnaire items labelled above and the mean and standard deviation of the five items were calculated to determine the overall mean and standard deviation responses on employment gender discrimination. Notwithstanding, all the items mean are above the cut-off point of 2.5. However, the grand mean and standard deviation responses on the questionnaire items disclosed (**Mean =3.642; Std. D =1.298**) respectively. This implied that employment gender discrimination significantly affects women development in Bayelsa State, Nigeria.

Table 4   Descriptive Statistics of Employment Gender Discrimination

S/N	Items	N	Min	Max	Mean	Std. D
1	Educational gender discrimination means girls and women facing barriers to accessing education	243	1.00	5.00	3.709	1.315
2	Educational gender discrimination means gender based stereotypes and bias in curriculum, teaching and assessment.	243	1.00	5.00	3.486	1.303
3	Educational gender discrimination means girls and women encouraged to pursue traditional gender roles	243	1.00	5.00	3.522	1.300

4	Educational gender discrimination means girls and women facing sexual harassment and violence in educational settings	243	1.00	5.00	3.717	1.227
5	Educational gender discrimination means girls and women facing a hostile or unsupportive educational environment	243	1.00	5.00	3.932	1.210
Valid N (listwise)		**243**			**3.673**	**1.271**

Source: Field Survey (2024)

The results in table 4 depicted the descriptive statistics of the mean and standard deviation responses on educational gender discrimination variable using five questionnaire items that was designed on a five point Likert scale. Thus, the questionnaire items labelled above and the mean and standard deviation of the five items were calculated to determine the overall mean and standard deviation responses on educational gender discrimination. Notwithstanding, all the items mean are above the cut-off point of 2.5. However, the grand mean and standard deviation responses on the questionnaire items disclosed (**Mean =3.673; Std. D =1.271**) respectively. This implied that educational gender discrimination is a significant predictor of women development in Bayelsa State, Nigeria.

Table 5   Descriptive Statistics of Political Gender Discrimination

S/N	Items	N	Min	Max	Mean	Std. D
1	Political gender discrimination means limiting women ability to vote or participate in the electoral process.	243	1.00	5.00	3.609	1.293
2	Political gender discrimination means gender bias in the selection of party candidates.	243	1.00	5.00	3.812	1.268
3	Political gender discrimination means the underrepresentation of women in political offices and decision making positions	243	1.00	5.00	3.609	1.365
4	Political gender discrimination means gender bias against women within political parties and their internal processes	243	1.00	5.00	3.581	1.273
5	Political gender discrimination means women in public offices facing harassment and intimidation.	243	1.00	5.00	3.601	1.290
Valid N (listwise)		**243**			**3.642**	**1.298**

Source: Field Survey (2024)

The results in table 5 depicted the descriptive statistics of the mean and standard deviation responses on political gender discrimination variable using five questionnaire items that was designed on a five point Likert scale. Thus, the questionnaire items labelled above and the mean and standard deviation of the five items were calculated to determine the overall mean and standard

deviation responses on political gender dsicrimination. Notwithstanding all the items mean are above the cut-off point of 2.5. However, the grand mean and standard deviation responses on the questionnaire items disclosed (**Mean =3.642; Std. D =1.298**) respectively. This implied that political gender discrimination is a significant predictor of women development in Bayelsa State, Nigeria.

Table 6   Descriptive Statistics of Religious Gender Discrimination

S/N	Items	N	Min	Max	Mean	Std. D
1	Religious gender discrimination means women being barred from holding leadership positions or roles in religious institutions	243	1.00	5.00	3.709	1.315
2	Religious gender discrimination means women being required to wear specific attire or cover their bodies in ways that are not required of men.	243	1.00	5.00	3.486	1.303
3	Religious gender discrimination means women being separated from men in religious services or activities	243	1.00	5.00	3.522	1.300
4	Religious gender discrimination means women facing discrimination in religious laws governing marriage, divorce and family.	243	1.00	5.00	3.717	1.227
5	Religious gender discrimination means reinforcing harmful gender stereotypes through religious teachings or interpretations.	243	1.00	5.00	3.932	1.210
	Valid N (listwise)	**243**			**3.673**	**1.271**

Source: Field Survey (2024)

The results in table 6 depicted the descriptive statistics of the mean and standard deviation responses on religious gender discrimination variable using five questionnaire items that was designed on a five point Likert scale. Thus, the questionnaire items labelled above and the mean and standard deviation of the five items were calculated to determine the overall mean and standard deviation responses on religious gender discrimination. Notwithstanding, all the items mean are above the cut-off point of 2.5. However, the grand mean and standard deviation responses on the questionnaire items disclosed (**Mean =3.673; Std. D =1.271**) respectively. This implied that religious gender discrimination is a significant predictor of women development in Bayelsa State, Nigeria.

Table 7   Descriptive Statistics Women Empowerment

S/N	Items	N	Min	Max	Mean	Std. D
1	Women development involves the access to empowerment and financial resources	243	1.00	5.00	3.609	1.293
2	Women development means access to health care, social services and social support networks	243	1.00	5.00	3.812	1.268
3	Women development means protection from discrimination, equal access to justice and legal rights	243	1.00	5.00	3.609	1.365
4	Women development means participation in decision making processes, leadership positions and political representation.	243	1.00	5.00	3.581	1.273
5	Women development means preservation of cultural heritage, promotion of gender equality and challenge to harmful gender stereotypes.	243	1.00	5.00	3.601	1.290
	Valid N (listwise)	**243**			**3.642**	**1.298**

Source: Field Survey (2024)

The results in table 7 depicted the descriptive statistics of the mean and standard deviation responses on women development variable using five questionnaire items that was designed on a five point Likert scale. Thus, the questionnaire items labelled above and the mean and standard deviation of the five items were calculated to determine the overall mean and standard deviation responses on women development. Notwithstanding, all the items mean are above the cut-off point of 2.5. However, the grand mean and standard deviation responses on the questionnaire items disclosed (**Mean =3.642; Std. D =1.298**) respectively.

Correlation Analysis
Table 8: Results of Correlation Analysis

		WOE	EMD	ECM	POD	RED
WOE	Pearson Correlation	1				
	Sig. (2-tailed)					
	N	243				
EMD	Pearson Correlation	.911**	1			
	Sig. (2-tailed)	.000				
	N	243	243			
ECM	Pearson Correlation	.878**	.822**	1		
	Sig. (2-tailed)	.000	.000			
	N	243	243	243		
POD	Pearson Correlation	.925	.816**	.835*	1	
	Sig. (2-tailed)	.000	.001	.015		
	N	243	243	243	243	
RED	Pearson Correlation	.909**	.886**	.941**	.048	1
	Sig. (2-tailed)	.000	.000	.000	.000	0.000
	N	243	243	243	243	243

Source: Computed by Researcher's Via SPSS (2024)

The study results in Table 8 indicated there was a positive and statistically significant correlation (r= .911, P=0.000) between employment of gender discrimination and women empowerment in Bayelsa State, Nigeria; there is a strong positive and statistically significant correlation (r= .878[**], P=0.000) between educational gender discrimination and women empowerment in Bayelsa State, Nigeria; there is a positive and statistically significant correlation (r= .924[**], P=0.000) between political gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and statistically significant correlation (r= .909, P=0.000) between religious gender discrimination and women empowerment in Bayelsa State, Nigeria.

Table 9: Multiple Regression Analysis
Dependent Variable: WOE
Method: Least Squares
Date: 10/26/24   Time: 14:58
Sample(adjusted): 1 243
Included observations: 243 after adjusting endpoints

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	3.275444	2.256856	1.451330	0.1488
EMD	0.285935	0.095662	2.989017	0.0237
ECD	0.216547	0.102573	2.111150	0.0284
POD	0.275632	0.123481	2.384517	0.0476
RED	0.234756	0.112637	2.126453	
				0.0486
R-squared	0.884752	Mean dependent var	12.99346	
Adjusted R-squared	0.758733	S.D. dependent var	3.098167	
S.E. of regression	2.888766	Akaike info criterion	4.997962	
Sum squared resid	1226.711	Schwarz criterion	5.116803	
Log likelihood	-376.3441	F-statistic	5.567008	
Durbin-Watson stat	2.718372	Prob(F-statistic)	0.000100	

Source: e-view output

Table 9 shows the multiple regression analysis for legal analysis gender discrimination and women development in Bayelsa State of Nigeria. The result suggests a positive and significant (0.0237 < 0.05) relationship between employment gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and significant (0.0284 < 0.05) relationship between educational gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and significant (0.0476 < 0.05) relationship between political gender discrimination and women empowerment in Bayelsa State, Nigeria; and a positive and significant (0.0486 < 0.05) religious gender discrimination and women empowerment in Bayelsa State, Nigeria. Hence, that there is a positive and significant relationship between gender discrimination and women development in Bayelsa State of Nigeria. The R^2 (coefficient of determination) of 0.884752 and adjusted R^2 of 0.75833 shows that the variables combined determines about 88% and 76% of gender

discrimination and women development in Bayelsa State of Nigeria. The F-statistics and its probability shows that the regression equation is well formulated explaining that the relationship between the variables combined affects women development development in Bayelsa State of Nigeria are statistically significant (F-stat = 5.567008; F-pro. = 0.000100).

SUMMARY, CONCLUSION AND RECOMMENDATIONS

This study investigated the link between gender discrimination and women development in Bayelsa State, Nigeria. The study utilized multiple regression model and the findings indicated a positive and significant relationship between employment gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and significant relationship between educational gender discrimination and women empowerment in Bayelsa State, Nigeria; a positive and significant relationship between political gender discrimination and women empowerment in Bayelsa State, Nigeria; and a positive and significant religious gender discrimination and women empowerment in Bayelsa State, Nigeria. On the basis of the findings, the study concluded that gender discrimination positively and significantly impact on women development in Bayelsa State, Nigeria. Therefore, on the basis of conclusion, the following recommendations were made:

1. Educate and raise awareness about gender discrimination and its effects on women development.
2. Government should implement policies that promote gender equality.
3. Government should promote women's economic empowerment through access to resources and opportunities.
4. Government should address the intersectional nature of gender discrimination and women development.
5.

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Declaration of Potential Conflict
We declare that there is no potential conflict to the publication of this paper and that the authors make equal contribution to this study.

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