

ASSA Conference

9th January 2022

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**INTERNALIZATION OF PATRIARCHAL
ATTITUDES AND WOMEN'S LABOUR MARKET
AND ECONOMIC OUTCOMES IN NIGERIA**

OUTLINE

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- Research Questions

Brief Literature Review

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INTRODUCTION

Wide disparities in women's labour market participation and economic advancement in Nigeria.

- Men more likely to be employed (56.4%) than women (47.3%)
- Women more likely to be in lower-earning occupations
- Feminization of poverty (Anyawu, 2010)

Prevalence of traditional norms identified as an important driver of gender inequality in many developing country labour markets.

- view of men as workers, administrators, and officials, while women home makers (Makama, 2013; Akintan, 2013).

Women's labour market involvement and economic advancement closely associated economic empowerment

- important to understand underlying factors that influence labour market involvement

BRIEF REVIEW OF LITERATURE

Research on the link between women's gender role beliefs, internalization of patriarchal attitudes and their economic outcomes has become a recent area of focus (Dildar, 2015; Miyata and Yamada, 2016; Luke, 2019)

Research spanned developed and developing country contexts

Results not entirely conclusive

- Some studies find no significant relationship between women's IPA and their, economic outcomes (e.g., Miyata and Yamada (2016) in Egypt; Rubio-Banon and Esteban-Lloret (2016) using cross-country data)
- Other countries find that patriarchal attitudes have negative implications for women's labour market outcomes (e.g., Fortin (2015) and Dicke et al. (2019) in US; Dildar (2015) in Turkey)

CONTRIBUTION OF PRESENT RESEARCH

New research area

- No studies in Nigeria context
 - strong patriarchal leanings
 - women's labour market participation is relatively low
 - poverty is largely feminized

Effects of women's patriarchal attitudes explored

- No study, to best of knowledge, exploring absolute and relative male partner patriarchal attitudes on women's labour market outcomes

RESEARCH QUESTIONS

Are women's internalization of patriarchal attitudes (IPA) associated with better or worse labour market participation and asset ownership?

Are male partners' internalization of patriarchal attitudes (IPA) associated with better or worse economic outcomes for women?

Do women have better or worse economic outcomes when their male partners hold relatively more liberal patriarchal views?



DATA

2018 Nigeria Demographic and Health Survey (NDHS)

Nationally representative

Couple data

- 8000 couples in NDHS

	Mean	SD	Minimum	Maximum
<i>Dependent Variables</i>				
Currently employed	0.701	0.46	0	1
Self employed	0.777	0.42	0	1
Employees (family members)	0.124	0.33	0	1
Employees (non-family members)	0.100	0.30	0	1
Own land	0.056	0.23	0	1
Own home	0.120	0.33	0	1
<i>Main independent variables</i>				
Women IPA	47.164	20.61	0	82.88
Men IPA	69.705	35.00	0	100
Women's Relative IPA	0.464	0.250	0	1
Observations	6,795			

Notes: Author constructed using 2018 NDHS. Household survey weights applied.

SUMMARY STATISTICS (ANALYTIC SAMPLE)

(Full list of other controls in paper)

METHODS

Main independent variables are men, women and relative couple IPA (i.e. ratio of women's IPA to total spousal IPA)

- Construction of IPA from responses to 5 questions on household decision-making
- 1 = "respondent alone"; 2 = "respondent and partner"; 3 = "partner alone" (coding reversed for male partners)
- Responses assigned scores through a principal component analysis technique.
- Scores standardized to take on values between 0 and 100.
- Higher IPA scores indicative of greater internalization of patriarchal attitudes, lower scores indicate more liberal attitudes.

METHODS

Probit specifications

- Effect of men, women and couple IPA on women's labour market participation and asset ownership

Multinomial logit regressions

- Effect of men, women and couple IPA on type of work women engaged in (i.e., self employed or paid employee (family or non- family))

Set 1:

Probit specifications

Set 2:

Multinomial logit
regressions



Results



	Currently Employed	Self employed (vs. paid employees)	Own home	Own land
Women IPA	-0.000	-0.002***	0.000	-0.001***
	(-0.89)	(-3.89)	(1.02)	(-3.36)
Other Controls	YES	YES	YES	YES
Observations	4758	4758	4758	4758

Source: Author calculations using NDHS (2018); marginal effects reported

Notes: *t* statistics in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Standard errors clustered at the NDHS cluster level

RESULTS FROM PROBIT SPECIFICATIONS

EFFECTS OF WOMEN'S IPA ON LABOUR AND ASSET OWNERSHIP

	Currently Employed	Self employed (vs. paid employees)	Own home	Own Land
Men IPA	-0.000**	-0.000*	0.000	0.000*
	(-1.99)	(-1.77)	(0.48)	(1.81)
Other controls	YES	YES	YES	YES
Observations	6795	5001	6795	6795

Source: Author calculations using NDHS (2018); marginal effects reported

Notes: *t* statistics in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Standard errors clustered at the NDHS cluster level

RESULTS FROM PROBIT SPECIFICATIONS

EFFECTS OF MEN'S IPA ON LABOUR AND ASSET OWNERSHIP

	Currently Employed	Self employed (vs. paid employees)	Own home	Own land
Women's relative IPA	0.030**	0.064**	0.001	-0.044***
	(2.01)	(2.23)	(0.05)	(-2.95)
Other controls	YES	YES	YES	YES
Observations	4253	4253	4253	4253

Source: Author calculations using NDHS (2018); marginal effects reported

Notes: *t* statistics in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Standard errors clustered at the NDHS cluster level

When separate controls for both men and women's IPA are included in the model, the effect of couple IPA on women's self-employment is unchanged although effects on current employment become insignificant

RESULTS FROM PROBIT SPECIFICATIONS

EFFECTS OF COUPLE'S RELATIVE IPA ON LABOUR AND ASSET OWNERSHIP

SUMMARY OF RESULTS

When women and men each have greater internalization of patriarchal norms, women's labour market outcomes are worse

However, when men are more liberal than their wives

- Women's labour outcomes better- are more likely to be employed and more likely to be working for themselves

Women are more likely to own their own assets with increasing IPA of their male partners.

- Men with more patriarchy views likely to perpetuate IPV (Tonsing and Tonsing, 2019; Sikweyiya et al., 2020).
- Women's asset ownership protective against their experience of IPV (Bhattacharyya et al., 2011; Grabe et al., 2014; Oduro et al., 2015).

	Specification Set 1			Specification Set 2			Specification Set 3		
	<i>Family Member</i>	<i>Non-Family members</i>	<i>Self-employed</i>	<i>Family Member</i>	<i>Non-Family members</i>	<i>Self-employed</i>	<i>Family Member</i>	<i>Non-Family members</i>	<i>Self-employed</i>
Women IPA	0.00*** (4.43)	-0.00 (-0.07)	-0.00*** (-3.73)	- -	- -	- -	- -	- -	- -
Men IPA	- -	- -	- -	0.00*** (2.99)	-0.00 (-0.95)	-0.00* (-1.82)	- -	- -	- -
Relative IPA	- -	- -	- -	- -	- -	- -	-0.07*** (-3.25)	0.01 (0.29)	0.07** (2.34)
Controls	YES	YES	YES	YES	YES	YES	YES	YES	YES
Obs.	4758	4758	4758	5001	5001	5001	4253	4253	4253

Source: Author calculations using NDHS (2018); marginal effects reported

Notes: *t* statistics in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Standard errors clustered at the NDHS cluster level

including separate controls for men and women's levels of IPA leaves the main results unchanged in Specification 3

RESULTS FROM MULTINOMIAL REGRESSION MODELS

EFFECTS OF WOMEN, MEN AND COUPLE'S RELATIVE IPA ON TYPE OF WORK

SUMMARY OF RESULTS

In cases where they are working, women more likely to work under more vulnerable conditions when they and partners have high IPA

- Higher likelihood of working with family members (vulnerable employment); not self-employed
 - In Nigeria, culture frown on unsupervised movements of married woman (Lodin, 2019)

When women's partners are more liberal however, situation is reversed!

- Women less likely to be working for family members.
- More likely to be self-employed
- Less restrictions on movement.

CONCLUSIONS

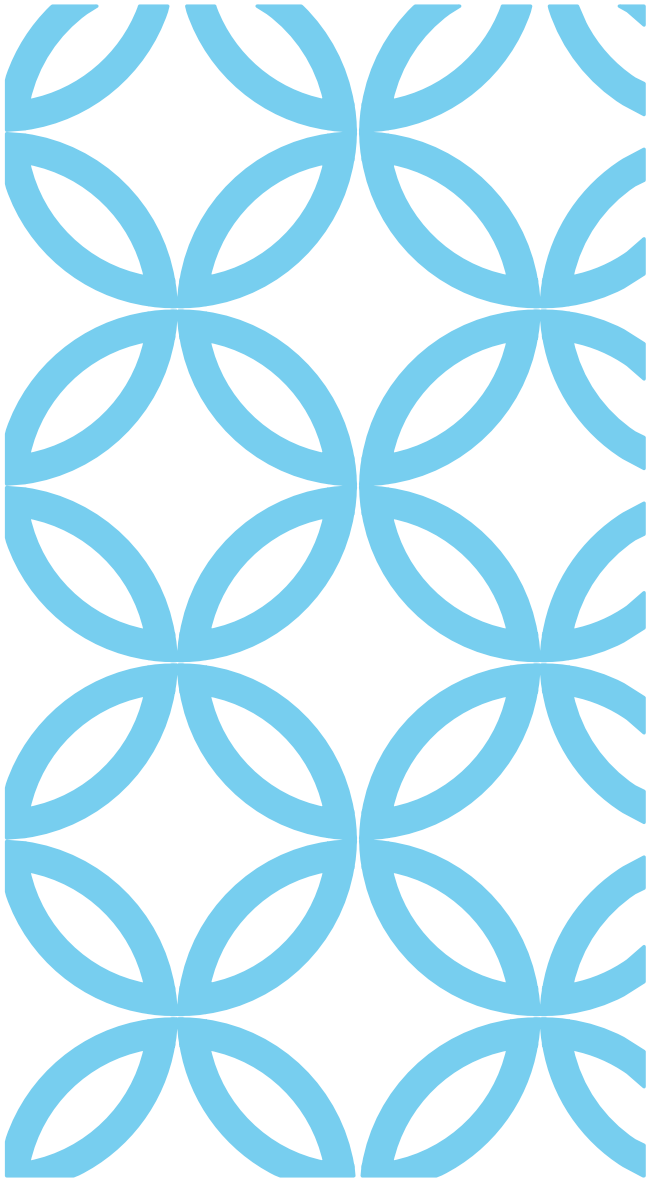
Important to consider male partners' absolute and relative IPA in women's labour market decisions and outcomes

- Existing research focuses on women's IPA

In Nigeria, there are few laws that encourage women's increased participation in the labour market.

- labour market laws do not mandate equal remuneration for work of equal value
- women receive less than two-thirds of their earnings for the first fourteen weeks of their leave
- the law does not mandate non-discrimination in employment based on gender; among others.

In attempting to correct these sorts of labour market inequalities, attention should also be paid to addressing cultural norms which endorse restrictions on women's labour market mobility within their various households.



Thank you for your attention!
