

GENDER EDUCATION FOR NON-MARGINALISATION IN THE TRANSPORTATION ENVIRONMENT FOR SUSTAINABLE DEVELOPMENT

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Abstract

This study investigated the impacts of female gender education for non-marginalisation in the transportation environment. Gender is the biological female offspring from birth she undergoes formal education so as to acquire knowledge, realizes her potentialities, make use of them for self actualization and contribute her quota for nation's growth and sustainable development. However they are highly marginalised in some sectors like the transportation environment and denied opportunities to contribute and participate in the development of this sector. The impacts of the gender presence in this sector where analysed and outlined i.e: increase in productivity, curbing of illegal activities in the environment, precise decision making, boost in customers care, maximization of set goals. Suggestions on how to curb this marginalisation in these sectors were made. Intensive public awareness against female marginalisation in the schools, transportation and public sectors and enacting of laws to curb marginalisation/prosecute defaulters were recommended. In conclusion: Non-marginalisation of the females in the transportation environment will boost the nation's economy and sustainable development.

Key words: Non-marginalisation, impacts, gender, transportation, curbs.

Introduction

Women are still less educated in Nigeria and suffer career interruptions than men. Education and work experience are useful inputs into production/set goals actualisation; the differences in gender also contribute to difference in service delivery, productivity and profits. Transportation business being a viable business venture that is profit oriented due to its regular demand will have higher profit and reliability if operated by more educated, experienced male and female individuals because each has a quota to contribute as gender difference in human capital translates into distinctions in output. In the boardroom, women are marginalisation and have little or no presence on boards of directors around the world as against the government proposed quota (that is 30% females quota in Nigeria).

According to Cater and others.(2007), the presence of female in the board of directors results in better output/performance etc. However, there is high marginalisation of gender within the transport sector as it is more of male construction, a deficiency that the government, gender mainstream management of the transport sector is meant to address and change.

According to Parker.(2008), he argued that there is need for people to know about the dimensions of gender manager accountants etc her active commitment in strategic planning and decisions, the techniques and qualitative management control terms.

The study aims at outlining and analyzing the impacts of gender presence in the transportation sector.

Literatures Review

As a result of gender marginalisation in the Nigeria there has been certain level of focus from different authors and research institutes. Cartier Charitable Foundation focused on the case of the most excluded and marginalised people in particular women and children in the least

developed regions. They ensure the remove the barriers that hinder them for acting and thriving thereby assisting than to have a meaningful fulfilled life and an inclusive, equitable and peaceful environment for sustainable development.

The International Center for Research on Women and Girls (ICRW) has been the premier applied research institute for nearly 40years. ICRW provides proof based research to form programs and policies that aids in reducing poverty, promoting gender equality and protecting the rights of women and girls.

The European Institute for Gender Equality (2016). is a centre on gender equality. In their published 2016 article, the policy makers, relevant institutions provided specific expertise comparable and reliable data to support and make equality between women and men a reality for all Europeans.

In former presidents Obama's address to the United Nations general assembly in (2012) he analyzed that the sustainability and progress of all regions depends on the success of women across the globe.

According to Obama,(2012), the future must not belong to those that bully women, rather it must be shaped by girls/females who go to school and those who are able to stand for a world where our daughters can live their dreams just as our sons. **Sources:** PRB, U.N. Women, CFR, World bank.

Gender Business Impact at The Company Level.

The integration of gender throughout the transport companies departments and business model results in improved availability, reliability, safety, fleet uptimes and increases customers' loyalty. Women are more committed, uncompromising, trustworthy and precise in their activities. Gender integration sustains the life span of a company, due to strong relationship of trust in women, which results in retaining of old and new customers in the sector, maximized output and a wider customer base furthermore the incorporation of

inclusive systems and structure creates an enabling environment for the female and male employees, company's increased access to talents, retention of employee and brand reputation.

(Clancy, Winther, Matinga & Oparaocha, 2012).

Typical Examples of Female Pilots Impacts in the Air Transport Industry

Kazakhstan is the first and only female military pilot Lt. flying Ardana Botay fly L-

39 Japan's Air Self-Defense force has a first female fighter F.150 J Pilot

UAE's youngest A380 Pilot is a female

Shannon Hitchinson is a Female Pilot and an Artist

Marine female f-18 fighter pilot captain (**Theresa Nafis**) flies an F/A 18 hornet for the United States Marine Corps.

To mention but a few the integration of gender equalities in the Air, Marine, Road & Rail transportation sector will lead to faster economic growth as more females in the work environment will surely outdo the male gender due to determination and commitment to task as shown on the performance of the few female pilots.

Methodology

A comparative analysis of factors affecting gender marginalization shall be outlined and analyzed.

While the Impacts of Gender Non-marginalization/integration shall also be outlined and analyzed.

We all agree that progress in achieving sustainable development goals has been abysmally slow and gender equality has been equally sluggish. The three pillars of sustainable development are: Economic, Environment, and Social and are relevant to gender equality.

First Factor Affecting Marginalization is:

Economy and Gender:

The economic crisis has led to increased criticism of the capitalist model because growth is fuelled by competition and quest for profits. Although the presence of female in the workplace is on the increase but women are yet to share in economic and political leadership. Studies by Catalyst, McKinsey and other groups show that firms with more women in leadership position in the transportation sector there will be better performance and higher profits because they are “Risk smart”. Analysis shows that the corporate world is slow to acknowledge the economic benefits of more gender equity. The Global Reporting Initiative (GRI) includes a guide for gender reporting by firms so as to improve corporate management and creating new business opportunities. World Bank studies shows that financial assistance given to men tends to lead to a higher share wasted in personal use. The management and boards of all failed financial institutions and banks are nearly 100% male which has resulted in current economic problems and blame in all countries. All these are as a result of institutionalized gender marginalization and failure to adjust the male work model to suit the woman.

Second factor:

Society and Gender: Social institutions and culture are limiting the access of woman to finance, employment, inheritance, participation etc. Discriminatory laws governing property rights, marriage, and divorce are also contributing issues. Social pillar of sustainability development is the most sensitive of the three as it involves confronting the negative social trends as rising unemployment, persistent gender gap growing income differences.

More strategies for growth has been implemented but failed because basic social requirements such as job quality, gender equality, and income equality have been ignored.

Third factor

Environment and Gender:

Surveys in some countries are showing disparities between men and women in the environmental sphere. Women are more environmentally conscious than man however woman are more to be affected when there is environmental problems than men due to their more impoverished status and social roles on all countries. Women have little power and influence to affect environmental policies affecting them because they are few in leadership positions. According to the United Nations (UN), when women are adequately represented on governing bodies, the total quality of governance tends to rise and corruption levels sink. similarly, due to the fact that women are underrepresented in the transportation and other sectors they rarely get the green jobs in spite of their high profile education. There are more adequate number of qualified women in every specialization and expertise area but the women are marginalized and are given minority job due to gender segregated pattern of employment and discrimination.

Impacts of Gender Presence in the Economic, Social, and Environmental (Transportation) Sector

Economically: Engaging women in all aspects of career departments will maximize productivity, set goals and enable companies acquire full advantage of their workers capabilities across genders. The giant strides performance of the few mentioned female pilots are typical proof of this fact.

Women leaders' Incorporation: Studies have shown that the integration of women in business leadership positions (senior management positions) is vital and requires long term investment in leadership development. Transport companies gain higher perception into the choice of females which translates to greater business success. For instance:- analyses shows that women with small and medium sized enterprises grow faster than those that are male owned which indicates that companies that have women on their boards/ leadership roles are financially better than their counter parts due to their prudence in management.

Curbing Of Illegal Activities In The Sector: Women being the uncompromising gender tend to stand against illegal transactions and activities in her working environment like the transportation sector especially when placed in majority positions. Analysis shows that women on top position tends to be strict, uncompromising and precise in her actions/decision. A typical example of Late Prof. Mrs. Dora Akunyiri who exposed and disengaged all the illegal activities in the drugs industry without compromising, and unperturbed even at several gun shots attempts. The male gender tends to submit and corporate with rules and regulations especially when the female counter parts happen to be their superior. According to United Nations (UN), when women are adequately represented on governing bodies, the total quality of governance rises and corruption level sinks.

Maximization of Set Goals/Objectives: The presence of female in the production and decision making roles of a sector is a more assurances of sustainability on the economic, social and environment sense. This is because there will be less room for corporate theft, mismanagement of funds and smulging by the male gender. Women are known to be diligent, committed, Reserved and trustworthy than their counter parts. A typical example of the Political system of Nigeria where 80% of the politician are faced with one EFCC money laundering case or the other. Ironically, sustainable development is a political concept

because it is about good governance and until we achieve gender parity (equality) it will be difficult to maximize our set goals.

RESULTS:

1. Economically studies by Catalyst, McKinsey and other groups shows that firms with more women in leadership positions have better performance and higher maximized productivity.
2. Analyses shows that women with small and medium sized enterprises grow faster than those that are male owned which indicates that companies that have women in their boards/leadership roles are financially better than the male as a result of their prudence in management.
3. Social Institutions and Culture are limiting the access of women to finance, employment, inheritance and participation. Social requirements such as quality job, gender equality, and income equality have been ignored.
4. In the Transportation Environment; adequate gender representation in the governing bodies of the sector according to United Nations (UN) tends to raise the total quality of governance thereby sinking corruption levels.

CONCLUSION

In conclusion, an increasing number of studies and typical examples shows that gender marginalization are extracting high economic cost which results in social inequalities and environmental degradation around the world. Therefore, United Nations and World Bank are focusing on development assistance and Poverty Reduction Strategies for Women so as to achieve speedy growth in the economy rather than “Gender Neutral approaches”.

RECOMMENDATION

1. Government should monitor and strengthen the enforcement of the anti-gender discrimination/marginalization laws and prosecute defaulters both in the public, private and transportation sectors.
2. Public awareness in schools, transportation, all sectors and communities etc should be done to educate people on the impact of gender education, equality and non marginalization in the country.
3. Schemes are needed to recruit and train women for non-traditional jobs, green job skills etc so as to ensure high labor standards, equal pay and equal rights in the public sectors.

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