

DUTIES AND CHALLENGES FACED BY FEMALE ESTATE SURVEYORS: EMPIRICAL EVIDENCE FROM KADUNA, NIGERIA.

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INTRODUCTION

- Workforce is predominantly male as craftsmen
- Women in Nigeria are prejudice, due to age-long tradition.
- Some of the problems female face in the societies is inadequate education opportunities, violence and lack of political access.
- Women face barriers and are discriminated by men
- Women Estate surveyors are few compared to the men in Kaduna(registered surveyors)

Key Performance Areas of the Estate Surveyor and Valuer

- Agency
- Valuation
- Property Management
- Appraisal
- Facility Management

Aim

The aim of the study was to find out the duties and challenges faced by women estate surveyors and valuers in Kaduna, Nigeria

Statement of Problem

Women are underrepresented in most vocation, especially professional jobs, this may be as a result of paucity of qualified women to fill positions, or incompetency.

Feminist theory

- * A socialist-feminist theories have contributed to the extensive examination of the ways women's labour is exploited in factories and export processing zones. (Sanger,1920)
- * Wollstonecraft (1792) "demanded equality and better education for women and made the first sustained critique of the social system that relegated women to an inferior position,

Barriers to Women Participation in Built Environment

- * The image of the industry, culture and working environment where the workplace is considered chauvinistic and problematic.(Amaratunga et al,2006)
- * Construction work is demanding, time consuming(Bennett et al,1999)
- * Stereotyped assumption of women's lack of commitment (Bagilhole et al,2000)
- * Sexual harassment and resentment from male colleagues (Dainty et al ,1999)
- * Gender biased recruitment practices (Ling and Poh,2004)

Methodology

- Pilot survey was carried out to test the semi-structured questionnaire.
- Inputs was received and inputed to improve the final questionnaire that was sent out.
- Registered firms form the sample frame(extracted from the NIESV directory for Kaduna state.,2006 and updated)
- The variables were coded before inputed into SPSS 16.0 for analysis

Women in the literature

Obbo (1980) noted that “women now use the doors of opportunity opened by the western system of education to struggle for the same goals men are struggling for name, power, status, and wealth

Mutahhari & Murtadda,(1981)belief that women's status in the society can be changed by allowing them to participate in public sphere by taken up government and private jobs alike.

Qualifications of Women Estate Surveyors

- HND(Higher National Diploma) Given by the Polytechnics
- B.Sc(Bachelor of Science) Given by the Conventional Universities
- B.Tech(Bachelor of Technology) Given by specialized Universities

Qualifications and Duties perform by women estate surveyors

Crosstab

Count		female surveyors qualification			Total
		HND	B.SC	B.TECH	
duties perform by the female surveyors	agency all aspect of estate management	0	1	0	1
	carry out valuation and property management	1	0	0	1
	general estate practice	0	1	0	1
	management and agency management of properties	2	0	0	2
	managing some of the properties	1	0	0	1
	scouting for properties and facility management	1	0	0	1
	securing of valuation brief,execution of valuation brief, and preparation of valuation reports	0	0	1	1
	taking care of management department	1	0	0	1
	valuation and agency office	1	0	0	1
	valuation officers	0	0	1	1
Total		9	2	2	13

Challenges face by women estate surveyors

Crosstab

Count		female surveyors qualification			Total
		HND	B.SC	B.TECH	
challenges faced by the female estate surveyors and valuers	being seeing as not capable of practising the profession	1	0	0	1
	correcting the general impression that female surveyors are lazy, incompetent and having to attend meeting late in the day	0	1	0	1
	family problem taking care of the home front, combining it with work	1	0	0	1
	family problems	1	0	0	1
	having to strike balance between challenges at work and the home front	1	0	0	1
	having to wake up in the morning and take care of the home front and then come to the office early	1	0	0	1
	looking at a woman as not able to practise the profession	0	0	1	1
	quantum of quackery in the profession	1	0	0	1
	some men don't see why a female should be practicing estate management in the north, limited hours to work, because of household chaos	1	0	0	1
	tenants refusal to pay their rent as at when due ,hence the follow up	1	0	0	1
	time constraint	0	0	1	1
	travelling is limited for female surveyors	0	1	0	1
	women are seeing as not being capable of practising the profession, travelling is also limited to women surveyors	1	0	0	1
Total		9	2	2	13

Conclusions

- This research has been able to explore the duties and challenges face by women estate surveyors and valuers, of the 34 registered firm use for the study only 13 women were employed.
- It is likely that most of the women do not work after graduation which is consistent with studies by Ling and Poh (2004)
- Discriminatory selection criteria.
- The qualification of the women does not determine the department they are assigned to, rather they are assigned arbitrary jobs.
- The challenges they face are enormous but surmountable. Future research could focus on the contribution of women estate surveyors in achieving organizational goals.

THANK YOU FOR
LISTENING