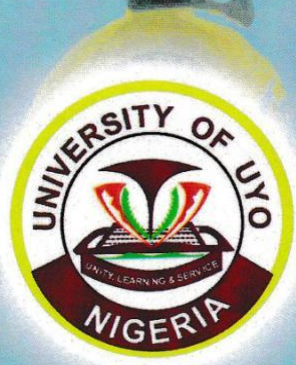


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GENDER PERSPECTIVES IN ENTREPRENEURIAL DEVELOPMENT IN URBAN AND REGIONAL PLANNING DISCIPLINE IN NIGERIA

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ABSTRACT

Entrepreneurship has garnered interest and popularity in a wide array of academic disciplines in recent times. Despite efforts at improving professional skills in Urban and Town planning discipline, quite a number of resultant graduates and consultants have been unemployed. The study utilized desk literature review, secondary information and simple percentage analysis to assess the Gender based Distribution of Registered Town Planners, Gender based Distribution of Town Planning Consulting firms, Gender based distribution of Number of jobs executed by male and Female Town Planners and factors affecting women's involvement in entrepreneurial development in Nigeria. The paper revealed that there are gender disparities in the number of female town planners inducted into practice, which influence the general performance women planners in competing for planning jobs. More so, the number of female-headed town planning consulting firms, are much fewer than those headed by their male counterparts. About one-fifth of all town planners inducted over a twenty-five year period have been females. From this number, only 15(3.89%) have females as the principal town planning consultant while 371 (96.11%) are owned and run by male town planners. Factors affecting low or non-performance of women at entrepreneurial development in town planning practice include relatively low number of women in the profession, poor access to credits, low bargaining power, as well as poor institutional and policy frameworks for improved engagement of more women in entrepreneurial activities in town planning. The paper recommends gender mainstreaming as a panacea for increased involvement of women in town planning practice.

Keywords: Entrepreneurial Development; Gender perspectives; Planning disciplines; Professional skills; Urban and Regional Planning.

INTRODUCTION

Interest in entrepreneurship became a growing concern around the world since the 1980s as a result of challenges faced by most industrialized countries due to high unemployment rates, economic recession. However, the discourse on entrepreneurial development has been deeply entrenched in academic limelight since 2011. Central to its relevance in national development is the quest to access its tools in the areas of job creation, poverty alleviation and reduction of employment among the youths and graduates of higher institutions.

Schumpeter (1994) defines entrepreneurship as the ability to perceive and undertake business opportunities, taking advantage of scarce resources. This implies the willingness and ability to seek out investment opportunities and run an enterprise for profit. It transcends the traditional money making enterprise to include solving societal problems. To corroborate the assertion above, Stevenson (1991) also opined that entrepreneurship is the pursuit of opportunities beyond the resources that is currently within the control of the entrepreneur. It is therefore not uncommon to say that a crucial aspect of a thriving entrepreneurship development is ability to match inventions, innovations, ingenuity enterprise and creativity with resources capable of sustaining such entrepreneurial drive.

Although, the benefits a successful entrepreneur include personal freedom, increased income and personal satisfaction, Egbenta (2014) noted that these benefit are earned at the expense of long and regular working hours, risk of loss of income and dedicated investment of man-hours. Hence, a robust entrepreneurship requires creating new products and business models capable of sustaining enduring industries, while ensuring that such profitability does not conflict with personal freedom and satisfaction in the long run.

Men and women approach entrepreneurial activities differently and thus are affected by the outcomes differently. This is explained by the fact that entrepreneurial development involves concerted attempts at improved service delivery, innovation and paradigm shifts in professional knowledge, improved skills and vigorous effort at practice (Ogunleye, 2016).

The extent to which a practitioner is acquainted with the knowledge of his profession significantly impacts on the output of his work. In addition, his ability to perform creditably well is dictated by the skills he/she possesses which are acquired through training and retraining, as well as practice over a period of time (Ogunleye, 2016).

In the sphere of town planning practice, Oni (2009) and Fasua (2006) opined that entrepreneurship in town planning requires identification of opportunities in core competencies as well as related services. The vibrancy, with which the entrepreneur executes his/her jobs, depends solely on acquired skills. These skills according to Oni (2009) and Fasua (2006) include technical skills (required for writing, organizing and analytical presentation and marketing of finished products); inter-personal skills (required for organization and maintenance of team work, build relationships as well as nurture leadership skills that can sustain and direct the daily affairs of a venture). Other skills required include management skills (for human relations and negotiation for planning jobs as well as managing changes and growth) and personal skills to take risks and gather resources to achieve results.

Despite the rigorous efforts at improvement of professional skills in Urban and town planning discipline, a wide array of urban and regional planning clients (Governments, corporate bodies and individuals) either ignore or give no due attention to town planning professionals and their professionalism in the emerging processes that shape the built environment. The implication of this is availability of few jobs for the planners at all cadre of employment (Egunjobi et. al., 2016). Also, in spite of the substantial entrepreneurial opportunities available in town planning practice, only a few of these opportunities have been harnessed. Further still, yet an infinitesimal fraction of the few practicing professionals are women. The result is that the number of women involved in professional practice in the town planning profession is grossly low.

Feminal research focuses on the significance of entrenching gender perspectives in the all aspect of issues affecting urban governance (Onwuemele and Coker, 2017). Women and men experience city life in different ways. Beyond the fears and risks of outright violence and assault, women and girls face gender based discrimination across all aspects of daily life. These ranges from gender-based violence to subtler discrimination, including exclusion from political and socio-economic participation and limited access to services in the context of economic development and privatization. The obvious lack of inclusiveness, gender-sensitive and poor policy frameworks have resulted in exclusionary trends in urban development generally and in entrepreneurial development particularly. These issues are predicated on gender construct and society's definition of gender-based roles.

REVIEW OF RELATED LITERATURE

Literature were reviewed in the areas of entrepreneurship, gender and social construct, women's participation in entrepreneurship development, factors affecting women's involvement in entrepreneurial development and gender perspectives in Town Planning Consultancy Services in Nigeria

Entrepreneurship, Gender and Social Construct

Hannan (2001) defines gender as the social attributes and opportunities associated with being male and female. It transcends the biological attributes of a male and female defined as sex, to include all the socially, economically and culturally constructed roles, responsibilities, privileges relations and expectations of men and women at a particular point in time (WHO, 2001). Gender therefore, determines the conception of tasks, function and roles assigned culturally and socially to both men and women in the society. The socio-culturally defined characteristics assigned on males and females creates the term man and woman with implied differences between the two sexes in the form of aptitudes, abilities, desires, personality traits, roles and responsibilities, behavioural patterns as well as opportunities (Moro, 2014). It also expresses relative power and influence that a society ascribes to the two sexes on a differential basis. Hence, gender is relational and refers not to women or men but to the relationships between them.

These socio-cultural characteristics contribute to differences or inequalities and hierarchies in the society which are further legitimized within persistently patriarchal societies (Moro, 2014). It is also observed that unequal opportunities and hierarchies have also tilted power, opportunities, decision making, respect of dignity mostly in the direction of the males, to the utter exclusion of females. Apart from the socially constructed roles of women as subordinate to men, child bearers and rearers,

society has subjected women to discriminations, humiliations, exploitations, oppression and violence. Such exclusion affects women's access to their basic right to food, health care, education, employment, control over productive resources, decision-making and livelihood. Gender also reduces the roles of women in the society to that of breadwinner of the family, unpaid family workers, service providers, and mother/care-taker of the family. These socially assigned roles affect women's access to resources and productive capacities generally and entrepreneurial development specifically.

Women's Participation in Entrepreneurship Development: The Global Stance and Statistics

Women constitute about 50% of the population in Nigeria and they make up 45% of the 70% unemployed population (Mundi, 2000). This statistic implies that poverty and under-employment among women is endemic and significantly high. In most developing world a substantial number of women play headship roles in families due to their status as widows or as single parents or divorcees (Egbe-Okpenge and Orhungur, 2012).

Moro (2014) opined that over 70% of the world's poor are women, while the International fund for Agriculture and Development (IFAD) reports that in the developing world, the percentage of land owned by women is less than 2%. Approximately, 80% of transnational trafficking victims are women and girls, while an estimated 72% of the world's 33 million refugees are women and children of the world's 1.3 billion poor people, nearly 70% are women.

In most developing countries, particularly in Africa, women constitute 70-80 per cent of the total agricultural labour force while over 80% of women are engage in food production (food processing, beverage preparation as well as snacks). In the medium and small scale economic (MSE) sector worldwide, women make up $\frac{1}{4}$ to $\frac{1}{3}$ of the total business population and in manufacturing sector, they constitute $\frac{1}{3}$ of the global labour force. Majority of women earn about $\frac{3}{4}$ of the pay of males for the same work. In most countries, women work approximately twice the unpaid time men do. The value of women's unpaid housework and community work is estimated to be worth 11 trillion US Dollars.

Despite women's increased participation in the labour market, over the past half century, women remain substantial underrepresented as entrepreneurs. The few who risk being entrepreneurs do so as a quest for better work-life balance and/or economic necessity (Allen et al, 2017; Bosma et al. 2009). The necessity is born out of the need for survival since there are no other options for survival (GEM 2010).

In terms of male-female ratio in entrepreneurship, in almost all economies, more men than women are engaged in entrepreneurial activities (GEM, 2010) except for Ghana where about 55% of entrepreneurial activity is conducted by women (GEM, 2012). Countries which have the rates of men and women entrepreneur being equal are noted to be Panama, Venezuela, Jamaica, Guatemala, Brazil, Thailand, Switzerland and Singapore (GEM, 2012). Countries in the Middle East and North Africa have the fewest women entrepreneurs, while Iran and Pakistan have the lowest levels of all countries in the world (Minniti and Naude, 2010).

Generally, data obtained by General Entrepreneur Monitor (GEM, 2012) demonstrates that men make up 52% of all entrepreneurial activity, compared to 48% of women entrepreneurs. High per capita income in countries means less women are involved in entrepreneurship while low per capita income motivates more women to start up business as a means of survival. One-fifth of female entrepreneurs have employees, majority of women are without pay, compared to $\frac{1}{3}$ among male entrepreneurs. More women-owned businesses are associated with lower sales, lower patronage, poor profit margins and low labour productivity (Moro, 2014).

More women than men start their businesses with limited management experience and they devote much less than 40 hour while this applies to only 10% of self-employed men. In terms of scale of business, women businesses are smaller scale than men and in a limited range of sectors, often at low capital intensity. Women business also tend to be smaller, have fewer staff and less growth expectations and seem to be virtually absent from the manufacturing and construction sector while they are overrepresented in the consumer sector and mostly engaged in retail businesses (GEM, 2010).

Women generate relatively lower revenues than men, and earn less income from entrepreneurial activity. Hence, maintaining and growing the business beyond start-up pose serious challenges for all

women entrepreneurs, especially in developing countries. Even though the exit rate of new businesses is high everywhere (40-50%), exit rates of women-owned businesses are even higher, especially in developing countries. Most women labelled as entrepreneurs are in fact, small business owners. Hence, using the terms “entrepreneurs” and small business owners inter-changeably is erroneous. While both may have much in common, there are significant differences between the two.

Table 1: Differences between Entrepreneurial Ventures and Small Businesses.

S/N	Features	Small Businesses	Entrepreneurial Ventures
1.	Amount of wealth creation	Generate income that replaces employment	Creates substantial wealth, typically in excess of several million dollars of profit
2.	Speed of wealth creation	Generate several million dollars of profit over a life time	Wealth creation is often rapid e.g within 5 years
3.	Risk	Risk taken is very high and often dwarfs the incentives of huge profits	Risks involved is usually low
4.	Innovation	Requires substantial innovation to start up, sustain and run.	Requires minimal innovation to start up and run

Source: Moro, 2014

Factors Affecting Women’s Involvement in Entrepreneurial Development

Several factors affect women’s involvement in entrepreneurial development and are responsible for the observed patterns highlighted in section two above. Quite a number of authors note that a common challenge for women to establish and run a business is lack of access to and control over finance (Jamali, 2009; Miniti, 2009; Marlow and Patton, 2005; Moro, 2014). This affects women entrepreneurs’ access to external source of capital than men when securing finances.

Women’s lack of access to capital has been linked to their relatively low level of education, experience, skill training, as well as lack of career guidance. These factors limit women’s access to business development services and information on growth of business (Miniti, 2009). Besides women lack the knowledge to grapple or adapt to changing business climates, complex technologies and changing patterns of trade also seriously affect women.

One very pertinent constraint to women’s entrepreneurial development is the work-family responsibilities. The amount of time spent on care-giving to family members actually affects business success. This implies that business must be located close to home; the proximity of much undermines the legitimacy of their business as perceived by customers and creditors.

The safety of women entrepreneurs, especially those in the informal economy, is also a key consideration to the sustainability of their businesses. Quite often, Moro (2014) observed that repeated cases of sexual harassment, outright rape of vendors and micro-business owners result in early collapse of many business owned by women. The effect of women working in persistently insecure job environments result in heightened levels of fear, limited opportunities to freely choose business partners and locations, stress, limitation to opening and closing hours. These challenges impinge on the chances of women entrepreneurs being successful as their male counterparts. Women generally are faced with poor societal attitudes based on cultural and religious beliefs in most countries. These constraints are biased towards women’s engagement in secular jobs in general and women’s entrepreneurship inclinations in particular (Jamali, 2009; Baughn *et al.*, 2006). The society’s perception that entrepreneurship is in the exclusive preserve of men also denies women opportunities to thrive in entrepreneurial activities.

As a consequence, the prejudiced societal biases affect women businesses negatively. World Bank (2012) cited in (Moro, 2014) noted that women own only 1% of the world’s property and in $\frac{2}{3}$ of the countries, legal rights of women decline with marriage while 44 countries restrict the number of hours women can work. About 71 countries restrict the types of industries owned and run by women. The factors discussed above affect women’s success at entrepreneurial ventures generally and town planning consultancy is no exception.

Gender Perspectives in Town Planning Consultancy Services in Nigeria

The global gender issues raised in this paper are not alien to the town planning profession. Although there is dearth of empirical findings in respect to gender biases in the performances of both male and female registered planners in consultancy services, available data shows a skewness in favour of the males. Data obtained from Town Planners Registration Council (TOPREC), 2017 and presented in table 2 revealed that from inception (1990) till date (2018), the number of town planners is skewed in favour of male town planners. Out of the total number of registered town planners in Nigeria, 4586(100.0%), 3772 (82.37%) have been males while the remaining 814(17.7%) were females. In 2000, as high as 100% of all inductees were male while (0.00%) was recorded for women. Also Table 2 reveals that the highest percentage recorded for women town planners during a single induction ceremony through the years was 102 (31.9%) in 2016. The mean number of registered members (both sexes) for a period of 26 years is 176 town planners while within the same period, the mean number of registered male and female were 145 and 32 respectively. It can be seen that on the average, the number of female inducted into the profession is comparatively low. This corroborates Moro (2014) assertion that women seem to be virtually absent from the manufacturing and construction sector as well as highly professional jobs.

Table 2: Gender based Distribution of Registered Town Planners in Nigeria

S/N	Year of Registration	Year Total	No. of Male	% of Total	No. of Female	% of Total
1	1990	247	236	95.6	11	4.4
2	1991	120	116	96.7	4	3.3
3	1992	137	123	89.8	14	10.2
4	1994	111	96	86.5	15	13.5
5	1995	97	80	82.5	17	17.5
6	1996	6	5	83.3	1	16.7
7	1997	53	51	91.0	2	9.0
8	1998	78	71	94.6	7	5.4
9	1999	140	120	85.9	20	14.1
10	2000	25	25	100.0	-	0.0
11	2001	156	128	82.1	28	17.9
12	2002	81	71	87.7	10	12.3
13	2003	64	57	89.1	7	10.9
14	2004	112	91	81.3	21	18.7
15	2006	87	74	85.1	13	14.9
16	2008	183	166	90.7	17	9.3
17	2009	151	136	90.1	15	9.9
18	2010	203	172	84.7	31	15.3
19	2011	264	211	79.9	53	20.1
20	2012	341	275	80.6	66	19.4
21	2013	297	246	82.8	51	11.9
22	2014	397	313	86.4	84	17.2
23	2015	300	206	68.7	94	31.3
24	2016	320	218	68.1	102	31.9
25	2017	430	335	77.9	95	22.1
26	2018	186	150	80.6	36	19.4
	Total	4586	3772	82.3	814	17.7
			Mean =		Mean =	
			145		32	

Figure 1 shows a 5-year period for the number of registered town planners in Nigeria. The figure also reveals that on the whole, more male are inducted into the town planning profession than females.

Beyond the induction, the paper investigated the male-female ratio of practising town planners in registered consulting firms in Nigeria. As presented in Table 3, the consulting firms were streamlined along male-female divide and analysed based on consulting firms whose principal town planner is either a male or a female. Furthermore, since the consulting firms are domiciled within states across the federation, the data was obtained on state basis. Out of a total of 386 town planning consulting firms registered by TOPREC, only 15 (3.89%) have females as the principal town planning consultant while 371 (96.11%) are owned by male town planners. From the foregoing, the small fraction of females within the profession may find it extremely difficult to compete for town planning jobs with their male counterparts.

The number of planning jobs executed by both male and female town planners also differs significantly. Taking a cue from the number planning jobs executed by town planners in Akwa Ibom State, within a period of one year (February, 2017 – February, 2018), data presented in Table 4 shows that more men executed planning jobs than women. Apart from the number of jobs, field survey revealed that the monetary value of jobs executed by male town planners is higher than those executed by women town planners. The implication of the above trend is that income from town planning jobs executed by women is grossly lower than their male counterparts for the same work.

Table 3: Gender based distribution of town planning consulting firms in Nigeria by States

S/N	States	Total No of consulting Firms in states	No of firms with male as the Principal Consultant	No of firms with female as the Principal Consultant
1	Lagos	102	99	3
2	Cross River	4	4	-
3	Oyo	40	40	-
4	Edo	7	7	-
5	Imo	8	8	-
6	Adamawa	1	1	-
7	Kaduna	28	28	-
8	Delta	15	14	1
9	Abia	15	14	1
10	Osun	22	22	-
11	Enugu	16	15	1
12	FCT, Abuja	41	36	5
13	Zamfara	1	1	-
14	Kano	5	5	-
15	Ogun	9	9	-
16	Plateau	3	3	-
17	Ondo	14	11	3
18	Niger	7	7	-
19	Akwa Ibom	10	9	1
20	Kwara	6	6	-
21	Gombe	1	1	-
22	Anambra	11	11	-
23	Rivers	9	9	-
24	Bauchi	3	3	-
25	Sokoto	1	1	-
26	Ekiti	3	3	-
27	Bayelsa	2	2	-
28	Nasarawa	1	1	-
29	Maiduguri	1	1	-
	Total	386	371	15

Source: TOPREC, 2018; Author's Analysis, 2018

Table 4: Gender based distribution of Number of jobs executed by male and Female Town Planners

S/N	Months of the year	Total No. of Jobs Executed	No. of jobs executed by Males	% of Total	No. of jobs executed by Females	% of Total
1	February, 2017	44	42	95.45	2	4.55
2	March, 2017	92	89	96.74	3	3.26
3	April, 2017	38	38	100.0	0	0.00
4	May, 2017	45	42	93.33	3	6.67
5	June, 2017	48	47	97.92	1	2.08
6	July, 2017	79	75	94.94	4	5.06
7	August, 2017	83	81	97.59	2	2.41
8	September, 2017	60	58	96.67	2	3.33
9	October, 2017	95	88	92.63	7	7.37
10	November, 2017	65	59	90.76	6	9.24
11	December, 2017	100	98	98.00	2	2.00
12	January, 2018	80	77	96.25	3	3.75
	Total	829	794	95.79	35	4.21

Source: NITP Secretariat, 2018; Author's Analysis, 2018

It must be established that given the data presented, there is gender disparity in the opportunities available for women in the town planning profession. Indeed, it can be deduced that the challenges faced by the generality of women globally and across other disciplines also inhibit women in the town planning profession. This paper therefore advocates gender mainstreaming as a panacea for improved involvement of women in entrepreneurial development in the town planning profession.

Gender Mainstreaming and Entrepreneurial Development in Town Planning Practice

Gender mainstreaming is a concept with very wide applicability. According to Onwuebele and Coker (2017) gender mainstreaming perspectives entails all the procedures involved in assessing the implications of any planned action including legislation, policies or programmes, as they affect both men and women, in all areas and at all levels.

Gender mainstreaming as a concept was first used during the fourth world conference on women in Beijing in 1995 where the global platform for action to work on women empowerment was initiated. Gender mainstreaming as a global strategy for the promotion of gender equality, ensured that participating governments commit themselves to establishing mechanisms to promote women's right and advancement in all countries of the world. To achieve this, government were to develop policy instrument and implementation tools, such as legal frameworks, national action plans, gender-based strategies for all aspects of developments (Onwuebele and Coker, 2017).

Gender mainstreaming involves 'partnering' with women as well as women accessing relevant 'spheres of influence'. The non-visibility of women oftentimes implies that women generally are excluded from traditional or mainstream organizations, networks, events, business opportunities high pay jobs. Thus, a robust gender-mainstreaming policy in entrepreneurship implies that women and men should have equitable access to and benefit from society's resources, opportunities and rewards and equal participation in influencing what is valued, and in shaping directions and decisions. Clearly, to improve the chances of women in all aspects of secular engagement, gender mainstreaming will require that full participation of women in all aspects of life is ensured. This in turn should address access issues to increase women's participation in sectors where they are weakly represented, such as entrepreneurial engagement in Town Planning consultancy. In this wise, gender-mainstreaming in town planning practice and entrepreneurship will have to take into consideration wider gender-sensitive issues applicable to all women in entrepreneurship development as well as mainstreaming women into the town planning profession.

CONCLUSIONS AND RECOMMENDATIONS

Gender issues in entrepreneurial development in town planning transcend practice. Traditionally, since fewer women are trained in various planning schools across the country, it is almost natural to

expect few women inducted into the profession and ultimately fewer women advancing to the level of being principal town planning consultants in planning firms across the country. With respect to Urban and regional Planning, this paper advocates that it should best be situated at the very earliest stage of career choice and development.

Furthermore, the peculiarity of the issue to town planning profession will require that the issue be viewed from holistic yet interrelated perspectives. Also, since entrepreneurial drive occurs at a later stage in career development, the rudimentary issues such as the role gender plays at career choice and development must be thoroughly investigated. Also, since education is central to shaping people's attitudes, skills and culture, it is important that entrepreneurship education is instilled into town planning students at the very earliest stage of their academic pursuit. The entrepreneurship education, alongside gender issues, is necessary to inculcate the entrepreneurship drive in order to provide skills and knowledge that are required to develop the much needed entrepreneurship culture among town planning professional in general and female planners specifically. In conclusion, gender mainstreaming in entrepreneurial development in town planning practice will require a holistic re-engineering of entrepreneurial education to include a rigorous training and re-training of town planning graduates as well as certifications in specific areas of town planning education that can easily form a basis for after school engagement in town planning practice. The paper therefore recommends that gender issues be mainstreamed into Urban and Regional planning curriculum in all planning schools. Also, other gender based issues such as access to credits, inclusion and increased quota for increased training of more women within the town planning profession should be encouraged.

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