

**SKILL DEVELOPMENT AND ECONOMIC EMPOWERMENT AMONG WOMEN IN SELECTED STATES IN SOUTHWEST NIGERIA****^{1,*}Alabi, Bolatito Boladale, ²Dr. Olasehinde, Samuel Aruleba and ³Prof. Danladi, Jonathan**¹Department of Business Administration, College of Social and Management Studies, Afe Babalola University, Ado-Ekiti, Ekiti-state, Nigeria²Department of Business Administration, Social and Entrepreneurship Studies, College of Social and Management Studies, Afe Babalola University, Ado-Ekiti, Ekiti-state, Nigeria³Department of economics, College of Social and Management studies, Afe Babalola University, Ado-Ekiti, Ekiti-state, Nigeria**Received 25th February 2023; Accepted 20th March 2023; Published online 21st April 2023**

Abstract

Despite the emphasis placed on women empowerment at international scenes, the issue of women empowerment in Nigeria has become unnecessarily replete with rhetorics without adequate strategies to achieve it. The study was conducted to investigate the effect of skill development (hairdressing, fashion design, culinary arts, computer technician and graphic design) on economic empowerment (income; and productivity) among women in selected States in Southwest, Nigeria. The study adopted survey research design and sourced data by administering questionnaires to 665 women from the designated States (Oyo, 318; Ogun, 193; Ekiti, 154) who had to have benefited from training and skill development programs in each of the LGAs of the Southwestern geo-political zone were given copies of a well-structured questionnaire. The analytical methods used to describe the nature of the data include Kurtosis, Skewness, Mean, Standard Deviation, and Simple Percentage. Using correlation analysis, Pearson Products A study was done to determine the extent to which women in Southwest Nigeria's progress toward self-reliance and skill development. Regression analysis was used in the study to determine the association between women's skill development and self-reliance in Southwest Nigeria. The results of linear multiple regression analysis for the effect of skill development is significant on the income of women in the Southwest Nigeria revealed the presence of a significant effect ($F_{(5,544)} = 355.674, p = 0.000$). This result implies that skill development significantly affect the income of women in the Southwest Nigeria. Conclusively, skill development affect economic empowerment of women in Southwest Nigeria. In addition, based on the finding of the study that skill development (hairdressing, fashion design, culinary arts, computer technician and graphic design) has significant effect on economic empowerment (income) among women in selected states in Southwest, Nigeria, the study therefore recommended that governments in the three-tier of governance should focus more of their attention on empowering women through vocational trainings so as to improve on their income thereby making them to be more relevant in the scheme of things most especially in view of the skyrocketed cost of living all over the world.

Keywords: Skill development, Training, Income, Productivity.

INTRODUCTION

Despite the emphasis placed on women empowerment at international scenes, the issue of women empowerment in Nigeria has become unnecessarily replete with rhetorics without adequate strategies to achieve it. This is supported by the instance of the successive government which seems to be at loss with unemployment in Nigeria growing at a geometric progression. Unemployment poses a great danger to our society and ailing economy with its attendant social vices plaguing the nation. Unemployment and under-employment of women have been attributed to the fact that most women are ill-equipped with skills for particular jobs (Nwachukwu and Obilo, 2012). Women tends to perform jobs that have minimal skills requirements, and they encounter few opportunities for learning and advancement due to institutional, societal and structural barriers, all of which generates a gender gap in skills development and worsen gender inequalities (Chinen *et al.*, 2018). Even though federal and state governments have engaged different strategies to curb and combat disempowerment, the canker worm seems to have defied them all. However, the utilization of the strategies is not just a matter of providing specific number of jobs but it is a matter of

training women for skill acquisition that will give self-employment and reliance which business education offers the opportunity. Despite rural women major role in agriculture and other rural activities, higher barriers in education and training limit their participation in more productive and remunerative work, perform managerial and leadership roles and participate fully in the development of their communities. Targeted action (in form of training and skills development) is needed to dismantle these barriers (United Nations, 2010). The above thus justifies the need for empowerment for women. Empowering women involves providing appropriate skills, abilities and competences of both mental Empowering women helps bring them into the mainstream of the development process. Women empowerment is understood as a way of developing critical awareness so that women are able to develop optimally and are able to plan, take initiative, organize themselves, and be responsible for themselves and their environment. This critical awareness can only be achieved if women are able to look inside themselves and use what they hear, see, and experience to understand what is happening in life (Purnamawati & Utama, 2019). Adetope (2004) expresses that emphasis should be made on the need to empower women to gain economic independence through entrepreneurial development programmes, provision of financial assistance as well as various vocational training programmes with a view to bring to limelight and exposing them to different areas of

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understanding, controlling and directing their financial values. In the literature, there are studies that examined women empowerment via training and development in other States and regions but observed the effect of this on National economic development of Nigeria as a stand-alone with no focus on southwest women and without incorporating economic self-reliance among the women (Zakka & WetnWan, 2018; Adebayo *et al.*, 2020; Onwusa, 2021; Nwosu & Micah, 2017; Okorafor *et al.*, 2014). Other problem observed in the literature is the methodological gap as most existing studies employed narrative and or exploratory approach in their works; this is mostly perceptible in the works of Wattoo, Ayuub, Shabbir, Baloch and Nasar (2015), Omorede (2014), Zakka and WetnWan (2018), Klau (2020) Nwosu and Micah (2017), Wattoo, Ayuub, Shabbir, Baloch and Nasar (2015), Purnamawati and Utama (2019), Okorafor, Ike and Obi (2014). The implication of this is that these studies explored secondary sources for qualitative data which informed their findings and conclusion without having contact with the participants. Hence their findings and conclusions may be different or corroborated if alternative method like survey, which the proposed study intends to use is employed. In the light of the foregoing, this study investigates the effect of skill development on economic empowerment among women in selected States in Southwest Nigeria.

The broad objective of this study is to investigate the effect of skill development (hairdressing, fashion design, culinary arts, computer technician and graphic design) on economic empowerment (income; and productivity) among women in selected States in Southwest, Nigeria and the specific objectives are to;

- i. Examine the effect of skill development on the income of women in the Southwest Nigeria;
- ii. Evaluate the effect of skill development on the productivity of women in the Southwest Nigeria

The study further asks questions thus:

- i. What is the effect of skill development on the income of women in the Southwest Nigeria?
- ii. What is the effect of skill development on the productivity of women in the Southwest Nigeria?

In addition, this study is guided by the following testable hypotheses:

- i. H₀₁: Skill development has no significant effect on the income of women in the Southwest Nigeria.
- ii. H₀₂: Skill development has no significant effect on the productivity of women in the Southwest Nigeria.

LITERATURE REVIEW

Conceptual Review

Skill and Skill Development

Zakka and WetnWan (2018) noted that skill is ability to do something well, usually gained through training or experience that is needed, development is the act of getting new knowledge or skill. This skill can be obtained through education, training or experience that will inculcate into the individual how to carry out or discharge his / her

responsibilities very well with the new knowledge. Fadere (2004) and Inalegwu (2016) sees skill as “expertness, aptitude and competences appropriate for a particular job, it has to do with expert knowledge and creative reasoning to a level of mastery”. In order to attain these skills, the individual needs to acquire basic training or knowledge levels related to the task to be performed whether through formal, informal or combination of the two. Boytziz (2010) defines skill as the ability to demonstrate a system and sequence of behavior that is functionally related to attaining a goal. Skills development has been described by many as the recipe for eradicating extreme poverty and hunger by creating avenues for employment, thereby creating an avenue for jobs and wealth creation while instilling self-sufficiency and reliance (Isaac, 2011). Gumbari, a member of the House of Representatives opined that “Skills acquisition is the key in the fight for the elimination of hunger and poverty, reduction or elimination of joblessness in the society and reduction of crime through effective engagements. Skills development is the ability to learn a skill, which can be intellectual such as learning to listen, speak, read and write or manual such as learning to build or make something. Skills development has been described by many as the recipe for eradicating extreme poverty and hunger, thereby creating avenue for jobs and wealth creation.

Women Economic Empowerment

Women's empowerment can be defined as a “multi-dimensional social process that helps people gain control over their own lives. It is a process that fosters power in people, for use in their own lives, their communities, and in their society, by acting on issues that they define as important” (Page and Czuba, 1999). In the same way, women's empowerment refers to “women's ability to make strategic life choices where that ability had been previously denied them” (Malhotra *et al.*, 2009). Accordingly, empowerment is central to the processes of maintaining the benefits of women at individual, household, community and broader levels (Malhotra *et al.*, 2009). It involves the action of boosting the status of women through literacy, education, training and raising awareness (Alvarez and Lopez, 2013). Hence, women's empowerment is all about allowing and equipping women to make life-determining choices across different issues in the country. Another, almost-related and equally important concept in this paper is gender equality. Gender equality is understood to mean that the “rights, responsibilities and opportunities of individuals will not depend on whether they are born male or female” (Warth and Koparanova, 2012). It is also defined as a situation where “... all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different aspirations and needs of women and men are considered, valued and favoured equally” (Holzner *et al.*, 2010). Training of rural manpower is considered one of the most important strategies for ensuring sustainable development. However mostly rural women are underprivileged in comparison to men in their access and abilities to partake in education and training. The result has been the delimitation of females to have proper access to training and a host of different occupations which in return stopped them from having reasonable and decent incomes and social advancement (UNESCO, 2008). Economic empowerment offers women more opportunities to exercise their rights and take on more responsibilities in both private and public life, and by doing so become more engaged with politics and civil society. Empowering women economically is

integral to improving their livelihoods as well as those of their families and wider communities (Chassot, 2017). Along this line, Nwachukwu and Obilo (2012) affirm that women empowerment is a clear root to poverty reduction and leads to general development in every nation. As a result of low income earnings of women, many women and young girls resort to transactional sex which has profound implication for the health of women and young girls and has also helped to fuel the spread of HIV/AIDS and other sexually transmitted diseases (STDs) in the country. Men have over twice the level of purchasing powers as women and men have far more access to properties than women. Hence, Gumbari (2011) cited in Iroegbu (2017) declared that skill acquisition by women is the key in the fight for the elimination of hunger and poverty, reduction or elimination of joblessness in the society and reduction of crime through effective engagements of youths. Gumbari (2011) also believes that no issue should be addressed as a matter of urgent national importance than that of skill acquisition by the youth considering the failure of our basic education to yield the expected positive results with its attendant consequences such as armed robbery, militancy, kidnapping and a host of others.

Furthermore, according to Golla et al. (2011), women's economic empowerment is made up of two interrelated components as depicted in Figure 1.

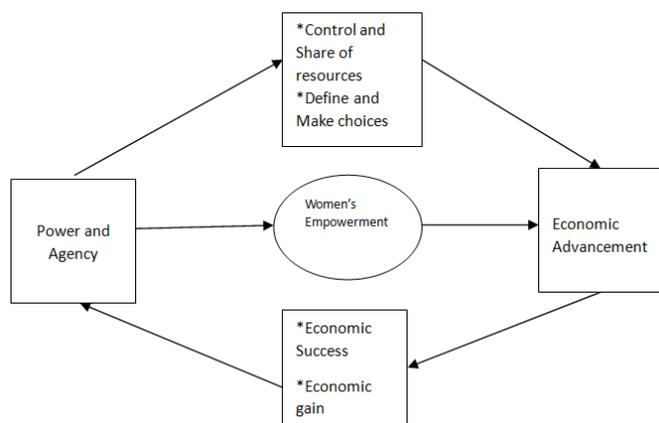


Figure 1. Two Interrelated Components of Women's Economic Empowerment (from International Center for Research on Women, 2011)

Figure 1 illustrates that economic empowerment is comprised of two inter-related components: firstly, economic advancement and secondly, power and agency. Both components are connected, and both are necessary to achieve better lives for women and their families. Economic gain and success (economic advancement) promote women's power and agency. At the same time, when a woman is able to control and share in resource use (power) and to define and make choices (agency), she is better able to advance economically. Thus, it can be inferred here that when women advance economically, it has implication for economic growth, which can be in terms of payment of taxes on their economic endeavours, reduction in employment and poverty, and by extension, promotion of sustainable economic growth. The United Nations (2019) therefore summarises the benefits of empowering women economically as follows: Women's economic empowerment is central to realizing women's rights and gender equality. Women's economic empowerment includes women's ability to participate equally in existing

markets; their access to and control over productive resources, access to decent work, control over their own time, lives and bodies; and increased voice, agency and meaningful participation in economic decision-making at all levels from the household to international institutions.

Theoretical Framework

Change Theory

The ground work for the theory of change was postulated by Auguste Comte between 1798–1857. However, other scholars like Herbert Spencer (1820–1903), Emile Durkheim (1858–1917), Karl Marx (1818–1883), and Talcott Parsons (1902–1979) have contributed to the building of this theory over the years. The change theory of women's economic empowerment states that if women's institutions and the ability to influence economic decision-making (individually and collectively) are increased and used in inclusive and effective spaces for negotiations; if the productive / economic role of women is expanded and recognized in the household and the wider community and promoted, enforced and respected by the authorities; hence women will have greater and more equal access to and control over economic resources, opportunities, assets and ultimately achieve the same benefits and returns for their economic contributions. Women have the ability, confidence and choice to identify, pursue, and achieve their own / collective economic aspirations (Care International, 2018).

According to International Initiative for Impact Evaluation (2018), the validity of the theory of change for vocational programmes relies on a number of assumptions; if these assumptions do not hold, the causal pathways in the theory of change may break down. According to this theory, a number of contextual and structural factors may influence success and for inputs to translate into outputs, there are assumptions regarding programme design that can be considered. Thus, one of the key assumptions of this theory is that women are able to participate in training programmes. However, there are several barriers which may limit their participations in the available trainings. For example, women's movement may be restricted outside the home or other household members may restrict their participation, which may limit their access to trainings. Alternatively, women may be required to spend too much on domestic chores or care work to participate in training, particularly if there is no access to or additional stipends for childcare. In addition, culturally mediated preconceptions about what trainings and jobs might be suitable for women, may also influence their willingness to participate and their choice of either more or less feminized training or occupational option. Given that the focus of this study is contextually related to the main argument of change theory and explicitly addressed by it i.e. equipping women with skills leads to economic empowerment; change theory is thus adopted in this study as the most relevant framework for investigating the relationship between women empowerment, economic sustainability and self-reliance among the southwest women in Nigeria.

Empirical Review

Bayeh (2016) examined the role of empowering women and achieving gender equality to the sustainable development of Ethiopia, the study employed qualitative methodology, with

secondary sources as instruments of data collection. Based on the data analyzed, findings of the study show that the role of women across different dimensions of sustainable development is less reflected in the country. The use of a women's labour force in the economic development of the country is minimal and the study recommends and solicit for strong commitment of the government to empower women and utilize all the potentials of the country to bring about sustainable development. Wattoo, Ayuub, Shabbir, Baloch and Nasar (2015) took critical assessment of role of Micro Financing in providing empowerment and equality to women in Pakistan. Secondary data was used for getting information from documented materials for the study. It was founded that the loans accessible by MFIs have major effect on the empowerment of women. All over the world women labour force are contributing in economic development and sustainable source of revenue of their household and social community. This study found that after receiving loans, women experienced increased in their household income level so their economic, political, social and household wellbeing has also improved. There is great need of those programs which specifically intended for financial sustainability of women. So, Microfinance organisations should increase their support to provide resource to poor women.

Dissanayake, De Silva, Wasala and Thilakarathne (2014) aimed to determine the effect of the RPV programme on empowerment of women with respect to their human, social, and economic capital. A total sample of 150 members including 110 women and 40 men were randomly selected from 30 RPVs in the North Central Province of Sri Lanka. Data were collected through a field survey using a questionnaire, key informant interviews, observations and secondary data sources. Data were analyzed using the Minitab statistical package. The study revealed that the women members have improved their social contacts with fellow farmers and stakeholder organizations, learnt to use resources efficiently, and developed their knowledge, skills and attitudes to become a productive workforce in the rural economy. The RPV programme has helped them to use their free time in generating an additional monthly income of Rs. 6,463 per family. Therefore, it can be concluded that the RPV programme had empowered the women members in their human, social and economic aspects in these villages.

Sohail (2014) examined women empowerment and economic development-an exploratory study in Pakistan. Questionnaires were completed by thirty female participants having higher positions in Banking, Education, and Transport sectors. Demographics characteristics and open-ended questions were asked from the participants. Findings indicated that men want their dominancy, so they are not willing to empower women. The study recommends that both men and women should work together in the society to bring prosperity

Olagbaju (2020) examined the relationship between these capacity-building programmes and women empowerment and self-reliance. The research employed a descriptive design of survey type with 250 participants from two educational regions in The Gambia. Four null hypotheses were raised and data collected through a questionnaire were analysed using t-test, mean, and simple frequency. The result showed that adult literacy and skill acquisition programmes correlate significantly with women empowerment and self-reliance. in

The Gambia. Recommendations were made on how to improve on the existing training structure.

Yacim, Rauf and Oladogba (2020) examined the Effect of Entrepreneurship Development on Women Graduates of the National Centre for Women Development (NCWD), Abuja. A stratified random technique was used for the study: A questionnaire, of one hundred and ninety (190) copies, was distributed among the respondents. Statistical Package for Social Sciences (SPSS 25) was used in the analysis of data. Findings indicated that the women received training on various skills which they could establish; that the women were empowered to run their businesses through the knowledge gained; that this led to the sustainability of their businesses. However, there was no adequate financial support from the government in spite of other challenges the women encountered. Recommendation given in this regard included fair remuneration of their teachers, help from the government as this could enhance their entrepreneurship development.

Omeje, Jideofor and Ugwu (2020) empirically examined whether empowering the youths has significantly contributed to the growth of entrepreneurship thereby leading to economic diversification in Nigeria using the Nigeria Enterprise Survey Data and applying the multinomial logistic regression model. It was found among others that almost all the variables used to capture entrepreneurship growth and development in Nigeria were statistically significant except for tax rates, transportation cost, and land access (comparing micro and large enterprises with the small-scale enterprise) and tax rates, subsidy, and land access (comparing medium enterprise with small-scale enterprise). It was recommended among others that governments at all levels and its various agencies, World Bank, nongovernmental organisations, and even private philanthropists, need to do more on entrepreneurship training programs of youths. The training should be accompanied with sustained financial and nonfinancial support and monitoring the business activities of these entrepreneurs after empowering them.

Klaa (2020) investigated the role of African women in development and economic life its reality and challenges in Nigeria, The descriptive and inferential statistics method was used in the study. The result reveal that in order to improve the socio-economic status of women in Africa and their economic empowerment, there is a need to increase their attention and improve their situation.

Okolocha, John-Akamelu and Muogbo (2020) examined the effect of skill acquisition programme on youth employability in Nigeria. For the purpose of this study, undergraduate, graduates and post graduate individuals of Anambra State were used. The main instrument used was the structured questionnaire. 100 respondents were randomly selected from different local governments in Anambra State. Findings revealed that much emphasis on academic excellence, lack of quality skilled trainers, acute shortage of facilities, inconsistent follow up by government and poor funding are problems facing skills acquisition employment in Nigeria. Based on the premises of the findings it was recommended that teachers require professional skills development abilities, competence, years of experience through understanding of the subject matter and effective involvement of the student in the instructional delivery.

Iroegbu (2017) examined the role that vocational education plays in skills acquisition and self-reliance. It also discusses vocational education and skills acquisition for self-reliance. It was found out that training through skill acquisition programmes enhanced youth sustainability in different fields of trade. This is possible when the culture of creative ideas is instilled in them to make them productive and self-reliant members of the society. It was recommended that the federal ministry of education and other stakeholders should embark on programmes that highlight the benefits of vocational skill acquisition training. This will encourage the interest of both parents and students to the programme among others.

METHODOLOGY

In order to answer the research questions for measuring the effect of skill development (the independent variable) on self-reliance (the dependent variable) among women in Southwest Nigerian, survey research design which has been tested okay by Onyishi (2016), Olagbaju (2020) Omene (2021) and Stark (2004) was used. Population-wise, this study was carried out in the six (6) states of Ekiti, Lagos, Osun, Oyo, Ondo, and Ogun, with corresponding populations of 16, 20, 30, 33, 18, and 20 Local Governments in Southwest Nigeria. Oyo, Ogun, and Ekiti were chosen to represent the old and new Southwestern States, respectively—two out of the six States that make up the geopolitical region in Nigeria. This study focused on three (3) States in the Southwest on the basis of equal representation in terms of their creation by successive Nigerian governments. This suggests that there are a total of 69 Local Government areas in the chosen Southwest States. Southwest is primarily made up of Yoruba-speaking, culturally convergent individuals. Southwest Nigeria is estimated to have a population of 27.8 million people (Worldometer, 2022). The study focuses mostly on women in the Southwest's constituent States in order to gather information about how skill development affects economic empowerment.

The Cochran (1977) formula was used to determine the sample size for this investigation. This is the accepted form of randomization, and it revealed the error limitations, which are thought to be the most crucial survey items. Cochran's formula is thought to be particularly useful in scenarios with big populations. This choice of sample size aided the researcher in obtaining responses that were representative of the population's response and in using the findings to guide sampling decisions. At a 95% confidence level, it is seen as appropriate in circumstances involving huge populations (Khani, 2016).

The formula is:

$$n = \frac{NZ^2 pq}{d^2 (N - 1) + Z^2 pq} \dots\dots\dots 3.1$$

Where:

- n = sample size
- N = Total number of managements, senior, and junior employees, and contract staff in the selected 3 major upstream oil and gas companies (N=27,800,000)
- Z = 95% Confidence Interval (Z = 1.96),
- p = 0.5
- q = 1 - p

d = degree of accuracy or estimation (d = 0.038)

Therefore;

Hence substituting into the Cochran (1977) formular:

$$n = \frac{27,800,000 (1.96)^2 (0.5) (0.5)}{(0.038)^2 (27,800,000 - 1) + (1.96)^2 (0.5) (0.5)}$$

$$n = \frac{27,800,000 * 3.8416 * 0.25}{(40143) + (0.9604)}$$

$$n = \frac{9063.29}{40143.96}$$

$$n = 665$$

The above sample was prorated among the three selected South western States on the basis of number of local governments, such that Oyo with 33 Local government areas has 318 sample size; Ogun State with 20 Local government areas: has 193 sample size, and Ekiti State with 16 Local government areas has 154 sample size. This prorate approach was used to avoid bias in favour of any State. Also, this study collected data on the independent and dependent variable and analyse quantitatively. With the use of questionnaire as its primary research tool. 665 women from the designated States (Oyo, 318; Ogun, 193; Ekiti, 154) who had to have benefited from training and skill development programs in each of the LGAs of the Southwestern geo-political zone were given copies of a well-structured questionnaire.

Moreover, to reach a total of 6,850 respondents for the study, a judgmental sample of 50 women who have benefited from vocational skills training and development will be chosen in each of the 69 Local Government areas in the zone due to the large number of cities, towns, and villages within each constituent State in the South-west and the time frame within which this study must be completed. This sample will represent a representative cross-section of the South-west. For the purpose of assessing the information gathered, the study used both descriptive and inferential statistics. The analytical methods used to describe the nature of the data include Kurtosis, Skewness, Mean, Standard Deviation, and Simple Percentage. Using correlation analysis, Pearson Products A study was done to determine the extent to which women in Southwest Nigeria's progress toward self-reliance and skill development. Regression analysis was used in the study to determine the association between women's skill development and self-reliance in Southwest Nigeria.

DATA PRESENTATION AND RESULT DISCUSSION

A total of 665 (six hundred and sixty-five) copies of the questionnaire were given out to the respondents; 550 of those copies were duly completed, returned, and used in the analysis. This reflects a response rate of around 82.7% of the population included in the study, which was deemed a good response rate (Mugenda and Mugenda, 2003).

The effect of skill development on the income of women in the Southwest Nigeria

The first objective was to examine the effect of skill development on the income of women in the selected States in Southwest Nigeria. The results were shown below in Table 1

Table 1. Regression estimate of the effect of skill development on the income of women in the Southwest Nigeria

	Coefficient	t-value	p-value	VIF
(Constant)	2.504	4.515	.000	
Hairdressing	0.610	5.848	.000	2.094
Fashion_designing	0.264	4.531	.000	1.580
Culinary_arts	0.577	4.650	.000	2.969
Computer_technician	0.917	4.615	.000	3.794
Graphic_Designing	0.497	3.571	.001	2.702
R-squared	0.766			
Adjusted R-square	0.764			
f-value	355.674			
P(f-value)	0.0000			

Source: Researcher's computation, 2022

The effect of skill development on the income of women in the Southwest Nigeria was estimated using multiple regressions method. The study constructed an index for the independent variables based on the respondents response on the question raised. The result of the regression estimate is presented in Table 2. The result showed that more than 70% of the dependent variable were explained jointly by the independent variables. The f-value shows that the model is statistically significant. The Parameter Estimates table reports the coefficients, t-value and p-value of the estimates For the hairdressing as a skill development among women report statistical significant positive relationship with the income of the women. It reports a coefficient value of 0.610 and t-value of 5.848. More so, in the case of fashion designing skills. The result of the estimate shows that acquiring fashion designing skills exhibit positive relationship with the income of the women with coefficient of 0.264 and t-value of 4.531. In the same vein, culinaryarts report positive relationship with the income of the women with coefficient of 0.577 and t-value of 4.650. The variable of computer technician report positive relationship with the income of the women in the southwest. The variable report coefficient value of 0.917 and t-value of 4.615. The knowledge of graphic designing among the women also leads to an enhanced income. It report coefficient value of 0.497 with t-value of 3.571. The result from the analysis shows that respondent will attained reasonable amount of increase in their income, if these skills are acquired.

Hypothesis Testing 1

Table 2. ANOVA of the hypothesis

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	203.001	5	40.600	355.674	.000 ^b
Residual	62.098	544	.114		
Total	265.098	549			

a. Dependent Variable: income

b. Predictors: (Constant), Graphic_Designing, Fashion_designing, Hairdressing, Culinary_arts, Computer_technician

Source: Researcher's computation, 2022

The null hypothesis is that: skill development has no significant effect on income of women in the Southwest Nigeria. The study obtained the ANOVA result after the multiple regression. The result of the ANOVA is presented in Table 3. The null hypothesis will be rejected, if the p-value of the f-statistics of the ANOVA is less than 0.05, otherwise, it will be accepted. The outcome of the test statistics in Table 4.5 shows that the p-value of the f-statistics is less than 0.05, which implies that the null hypothesis is rejected and the alternative accepted. Therefore, skill development has

significant effect on the null hypothesis is that: skill development has no significant effect on the income of women in the Southwest Nigeria. The study obtained the ANOVA result after the multiple regression. The result of the ANOVA is presented in Table 3. The null hypothesis will be rejected, if the p-value of the f-statistics of the ANOVA is less than 0.05, otherwise, it will be accepted. The outcome of the test statistics in Table 2 shows that the p-value of the f-statistics is less than 0.05, which implies that the null hypothesis is rejected and the alternative accepted. Therefore, skill development has significant effect on productivity of women in the Southwest Nigeria.

The effect of skill development on the productivity of women in the Southwest Nigeria

The second objective was to examine the effect. The results were shown below in Tables 3.

Table 3. Regression estimate of the effect of skill development on the productivity of women in the Southwest Nigeria

	Coefficient	t-value	p-value	VIF
(Constant)	1.197	2.377	.019	
Hairdressing	0.499	5.267	.000	2.094
Fashion_designing	0.213	4.023	.000	1.580
Culinary_arts	0.251	2.228	.028	2.969
Computer_technician	0.321	1.779	.078	3.794
Graphic_Designing	0.564	4.465	.000	2.702
R-squared	0.695			
Adjusted R-square	0.463			
f-value	29.647			
P(f-value)	0.0000			

Source: Researcher's computation, 2022

This section report the outcome of the regression analysis on the effect of the skill development on the productivity of women in the Southwest Nigeria. The result of the analysis was captured in Table 3. The overall significance of the model report that the model is statistically significant at 5% level of significance. The explanatory power of the model shows that about 69.5% of the model was explained by the independent variable. The f-value of 29.647 report that the model is statistically significant. The individual coefficient of the model shows that hairdressing had positive relationship with the productivity of the women in the southwest, Nigeria. The variable of hairdressing report the coefficient of 0.499 and t-value of 5.267. This implies that women are who are into hairdressing tends to be productivity. More so, fashion designing report a coefficient value of 0.213 and t-value of 4.023. The result shows that fashion designing contributes significantly to the rise in productivity of the women. In the same vein, culinary arts report a coefficient value 0.251 and t-value of 2.228 report that the variable is statistically significant. The variable of graphic designing report a coefficient value of 0.564 and t-value 4.465. Graphic designing skill aid the productivity of the women, while computer technician failed to report statistically significant relationship with productivity of the women at 5% level of significance.

Hypothesis Testing 2

Skill development has no significant effect on the productivity of women in the Southwest Nigeria

The null hypothesis is that: skill development has no significant effect on productivity of women in the Southwest

Nigeria. The study obtained the ANOVA result after the multiple regression. The result of the ANOVA is presented in Table 4. The null hypothesis will be rejected, if the p-value of the f-statistics of the ANOVA is less than 0.05, otherwise, it will be accepted. The outcome of the test statistics in Table 4.8 shows that the p-value of the f-statistics is less than 0.05, which implies that the null hypothesis is rejected and the alternative accepted. Therefore, skill development has significant effect on the null hypothesis is that: skill development has no significant effect on the productivity of women in the Southwest Nigeria. The study obtained the ANOVA result after the multiple regression. The result of the ANOVA is presented in Table 4. The null hypothesis will be rejected, if the p-value of the f-statistics of the ANOVA is less than 0.05, otherwise, it will be accepted. The outcome of the test statistics in Table 4 shows that the p-value of the f-statistics is less than 0.05, which implies that the null hypothesis is rejected and the alternative accepted. Therefore, skill development has significant effect on productivity of women in the Southwest Nigeria.

Table 4. ANOVA

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	47.711	5	9.542	29.647	.000 ^b
	Residual	171.554	533	.322		
	Total	219.265	538			

a. Dependent Variable: productivity

b. Predictors: (Constant), Graphic_Designing, Fashion_designing, Hairdressing, Culinary arts, Computer technician

Source: Researcher's computation, 2022

DISCUSSION

The results of linear multiple regression analysis for the effect of skill development significant on the income of women in the Southwest Nigeria revealed the presence of a significant effect ($F_{(5,544)} = 355.674$, $p = 0.000$). This result implies that skill development significantly affect the income of women in the Southwest Nigeria. Akhter and Cheng (2020) and Harisha (2020) that studied related work through the use of microcredit as an instrument to bridge the gap between the accessibility of microcredit among poor rural women and sustainable socio-economic development, providing novelty to the concept of "sustainability of empowerment". A regression analysis was used to accomplish these objectives. This study also used propensity score matching techniques to find an easy way to access microcredit. The empirical results not only involve participation in microcredit accessibility but also the particular qualitative attributes of women empowerment. The results also suggest that sustainability is accompanied by affluence among microcredit borrowers, as indicated by women empowerment. The outcome of the empirical analysis shows that there is a significant impact of microcredit on increasing participation in the overall decision-making process, in legal awareness, independent movements, and mobility, as well as enhancing living standards to encourage sustainable women empowerment. Moreover, Chinen, Hoop, Balarin, Alcazar, Sennett and mezarina (2018) carried out a systematic review of the vocational and business training as a tool for improving labour-market outcomes in low and middle income countries. They found out that vocational training had positive and statistically significant effects on women's empowerment. This finding equally aligns with that of Chakravarty *et al.* (2016)

who conducted a quasi experimental study in Nepal and found that vocational training could have positive and significant effects on women's economic empowerment. On the other hand, Pudjihardjo and Saputra (2018) examined the effect of network, trust, and norm as social capital dimension toward women empowerment and its impact toward poverty. This study used quantitative approach through questionnaire and documentation. The population of this study consists of members of Kelompok Pengusaha dan Pedagang Kecil (KPPK) Kopwan SU "Setia Budi Wanita" in East Java, with samples using 251 respondents. Based on Partial Least Square (PLS) analysis result, it showed that network, trust, and norm social capital dimensions has positive and significant effect toward women empowerment. Network, trust, and norm social capital dimensions have negative and significant effect toward poverty. And women empowerment has negative and significant effect toward poverty. This indicates that there exist empirical gap among past related empirical reviewed.

Conclusion and Recommendations

This study examined the effect of skill development on economic empowerment among women in the Southwest Nigeria. Considering the empirical findings, this study concluded that there was a statistically significant effect of skill development (hairdressing, fashion design, culinary arts, computer technician and graphic design) on economic empowerment (income; and productivity) among women in selected States in Southwest, Nigeria. This indicated that skill development (hairdressing, fashion design, culinary arts, computer technician and graphic design) affect economic empowerment (income; and productivity) of women in selected States in Southwest, Nigeria. Therefore, the study concluded that skill development affect economic empowerment of women in Southwest Nigeria. In addition, based on the finding of the study that skill development (hairdressing, fashion design, culinary arts, computer technician and graphic design) has significant effect on economic empowerment (income) among women in selected states in Southwest, Nigeria, the study therefore recommended that governments in the three-tier of governance should focus more of their attention on empowering women through vocational trainings so as to improve on their income thereby making them to be more relevant in the scheme of things most especially in view of the skyrocketed cost of living all over the world. Also, Considering the finding of the study, additional funds should be allocated to the vocational centres to enable more women acquire necessary skills that will make them more productive since women productivity does reflect in home-keeping and eliminate societal imbalances.

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