

# **The Duties and Challenges Faced by Female Estate Surveyors and Valuers - Empirical Challenges from Kaduna, Nigeria**

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## **1. INTRODUCTION**

Even if women reach economic par with men, even if they win equal representation in Government, genuine equality between the sexes cannot be achieved. Studies on “FEMINISM” have been undertaken in many academic areas, such as Literary theory (Awe, 1992. Alkali, 1990. Adeola, 1990) Drama studies (Alkali, 1989. Ba, 1987.) Contemporary (art history) (Richard, 1978. Murtada, 1981. Armstrong, 2006.) Psychology (Deckard, 1975. Bracha, 2006.) However no studies has been carried out on the duties perform by women in Estate Management firms and the challenges they face ,hence the need to contribute to the extent literature. This study will help real estate employers in planning good and reasonable work schedule for female estate surveyors (responsibilities to be handled) and also the government in developing economies in creating a frame work that will help actualize the millennium development goals on women empowerment and gender equality.

## **2. AIM AND OBJECTIVES**

The aim of this study is to examine the duties and challenges faced by females in the practice of estate profession in Kaduna, with a view to achieving the aim, the following objective were pursued:-

- i. To find out their level of qualifications.
- ii. To know their responsibilities in the firms
- iii. To find out how many are registered and not registered with the Nigerian Institution of Estate Surveyors and Valuers
- iv. How many have practicing firms
- v. The challenges they face

## **3. STATEMENT OF PROBLEM**

It has been observed that 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, this study seeks to find answers to these issues.

## **4. RESEARCH DESIGN**

This is an explanatory study designed to find out the duties perform by women in practicing estate firms and the likely challenges they face, all the registered estate surveyors and valuers in Kaduna metropolis were selected for the study, both primary and secondary data were collected

from the estate surveyors and valuers, secondary data include literature review, journals and publish report.

## 5. WOMEN IN THE LITERATURE:

Schaefer (2006), on feminist view, said “feminists share the view of conflict theories that the mass media stereotype and misrepresent social reality. According to this view, the media powerfully influence how we look at men and women, and their images of the sexes communicate unrealistic, stereotypical and limiting perceptions. The study identified three problems feminists believe arise from media coverage:-

- i. Women are underrepresented, which suggests that men are the cultural standard and women are insignificant.
- ii. Men and women are portrayed in ways that reflect and perpetuate stereotypical views of gender. Women for Example, are often shown in peril, needing to be rescued by a male rarely the reverse.
- iii. Depictions of Male-female relationships emphasize traditional sex roles and normalize violence against women. Educators and social scientists have long noted the stereotypical portrayed of women and men in the mass media.

(Engels’s 1992), a close associate of Karl Marx, argued that women’s subjugation coincided with the rise of private property during industrialization. Only when people move beyond an agrarian economy could males enjoy the luxury of leisure and withhold rewards and privilege from women. Some radical feminist’s theorists however, view the oppression of women as inevitable in all male-dominated societies, whether they are tabled capitalist, socialist or communist.

“Women’s level of control in decision making positions for control over resources the determination of policy regulations and laws”(Longwe and Clarke,1999)

.Idrc.ca/en/ev (2006), on feminist theory and development: - wrote that “Economic development consists of the introduction of new combinations of production factors which increase labour productivity”. This Definition locates development in the sphere of production and focuses only on change in economic development consists in introducing new combination of factors of production to increase labour productivity. It is easy to recognize the bias against women in this definition. By emphasizing production factors, it focuses on formal economic activities such as wage, labour and large-scale production. In all those areas, women are underrepresented and their contribution are devalued. More significantly this definition ignore the critical connection between the reproductive work women do and how this under-pins the formal, productive economy.

A socialist-feminist theories have contributed to the extensive examination of the ways women’s labour is exploited in factories and export processing zones.

Margaret Sanger (women and the new race, 1920), Simone de Beauvoir (the second sex, 1949), 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.” Millet (1970) “sees women as being oppressed” However, Awe (1992) noted that “women were actively involved in the arts of government, military skills, politics, commerce, trade and general social life. Bernard (1975) argues that feminism is a highly controversial and complex socio-political and economic ideology which had found its way into academics, as a discipline, under the name gender studies, has forged global unity among women worldwide through the sharing of experiences. Houston (1990) on feminism sees it as a western concept which defines women’s universal struggle for empowerment in all facets of life, social, economic and political”. At the time of the “women question”, the quality of a woman’s intellect was in question. Women were not granted the option to study courses outside of vocational ones, because it was believed then, that they could not handle professional jobs, such as medicine, law, and engineering. Hence women trained as teachers, nurses, seamstresses, chefs, interior decorators, among other “soft” jobs chiefly designed to mould a woman into a good wife and mother (Stites, 1978). Alkali (2007) in a study on femininity, transcendence and the African situation a perspective noted that “the same women considered too vulnerable to handle serious thinking associated with professional jobs, were being exploited in the labor market. Deckard (1975) noted that women were catapulted into full labor market, as war agents, spies, doctors, engineers and lawyers among other jobs hitherto dominated by men, after world war 1. Mba (1992) believes that women impacted positively in their societies across Nigeria. Obbo (1980) also 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, namely, power, status, and wealth. Mutahhari & Murtadda, (1981) believe 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.

## 6. METHODOLOGY OF DATA COLLECTION

An initial field survey was carried out on all the 37 registered firms to determine those that have females as estate surveyors and valuers in the staff role, only 15 had females as estate surveyors and valuers. Questionnaires were administered on each of the female estate surveyors and valuers in the 15 practicing estate firms that had female estate surveyors and valuers. The address of the firms was obtained from the Nigerian institution of Estate surveyors and valuers Directory (NIESV, 2009), which was updated by the author.

## 7. DATA ANALYSIS

The data collected was coded and inputted into SPSS 14.0 cross tabulation was performed in order to identify the duties performed by the women surveyors, their qualifications and the challenges they face.

## 8. RESULTS AND DISCUSSION

**Table 1 shows name of estate firms and female surveyors qualifications;**

Table 1 below indicates that a majority of the women surveyors possess HND(Higher National Diploma) that means they are polytechnic graduates, there is a dichotomy between the polytechnic graduates and the university graduates in Nigeria, the university graduates are only 4,2 possess B.Tech(Bachelors of Technology) and 2 possess B.Sc(Bachelors of Science) all awarded by universities, the B.Tech is awarded by specialized university of technologies, whilst the B.Sc is awarded by conventional universities.

**Crosstab**

Count		female surveyors qualification			Total
		HND	B.SC	B.TECH	
name of estate firms	d'lord maseli & partners	1	0	0	1
	a.f.olowokorie 7 associate	0	1	0	1
	bunmi ogundiya & company	1	0	0	1
	tunji adeniyi & company	1	0	0	1
	jide taiwo & company	1	0	0	1
	f.e.anche & associates	1	0	0	1
	chika egwatu & partners	0	1	0	1
	wole kajola & associates	0	0	1	1
	hassan baba & company	1	0	0	1
	rolands idiagbor & associates	1	0	0	1
	i.idi & partners	0	0	1	1
	ter dugeri & partners	1	0	0	1
	nnaji .o.a & company	1	0	0	1
	Total	9	2	2	13

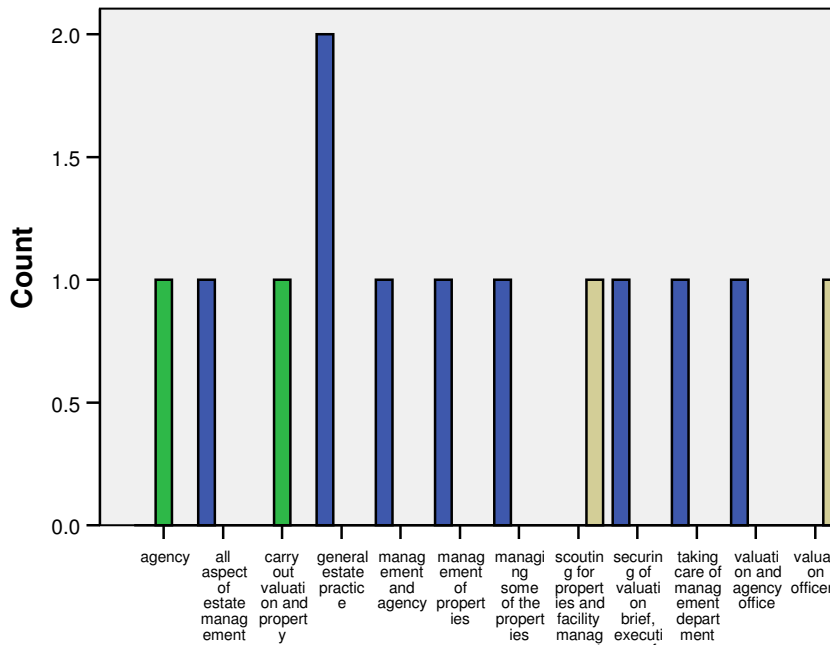
**Table 2 shows duties perform by female surveyors and their qualifications.**

As shown in Table 2 below,the university graduates are involve in agency,valuation and property management,however non of the polytechnic graduates are in these departments,majority of the HND holders are in general estate practice,this may be as a result of the employers haven a perception of the polytechnic graduates being inferior to the university graduates,couple with the gender issues.

**Crosstab**

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

**Bar Chart**



**TABLE 3 SHOWS THE DEPARTMENT THE FEMALE SURVEYORS BELONG AND THEIR QUALIFICATIONS.**

As shown in table 4 below, a majority of the HND holders i.e polytechnic graduates are in management department, while few are in agency and valuation, management and agency, the results also brings to the forefront, the dearth of manpower in the built environment, where staff are expected be involved in more than one department, this may lead to poor output in terms of staff productivity and a lack of specialization, hence jack of all trades and master of non. The university graduates are mostly found in agency department and the more challenging valuation department, in all most the firms combine more than one department for staff to carry out their duties regardless of their gender.

**Crosstab**

Count		female surveyors qualification			Total
		HND	B.SC	B.TECH	
department to which the female surveyors belong	agency and management	0	1	1	2
	management	5	0	0	5
	management,agency and valuation	1	0	0	1
	valuation	1	0	0	1
	valuation and agency	1	0	0	1
	valuation and management	1	0	0	1
	valuation and mangement	0	0	1	1
	valuation,agency and managemen	0	1	0	1
	<b>Total</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>13</b>

**Table 4 Shows The Challenges Faced By Female Surveyors And Their Qualifications**

As shown in table 4 below, Most of the women regardless of their qualifications and department face the following challenges; the polytechnic graduates are seeing by the clients and other surveyors as being incapable, family problems, gender discriminations and lastly tenants refusing to pay their rents as at when due, compelling the women polytechnic graduates to embark on follow in order to recover the rent, which can be cumbersome and frustrating, which may result in legal action against the tenants.

**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 choas	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



## 9. CONCLUSIONS

**This research has been able to explore in details** the duties and challenges face by women estate surveyors and valuers, the qualification of the women does not determine the department they are assign too, the challenges they face are emormous but surmountable

The Average females in each firm, is 1.3 Average while the males average is about 2.95 which makes the d

## REFERENCE

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APPENDIX 1

**LIST OF PRACTISING FIRMS (KADUNA BRANCH)**

<b>S/NO</b>	<b>NAME OF FIRM</b>	<b>OFFICE ADDRESS/TEL-NO</b>
1	Idris & co	20A Bank Road, Kaduna 062-249792
2	Alfa Alhassan & co	Kano/Ibadan Street, Kaduna 062-242040 08037023947
3	Ayoson & co	Badiko, Kaduna
4	Babatunde Salawu & co	Investment House, Ground Floor 27, Ali Akilu Road, Kaduna 08037037803
5	Benson Nwobum & co	4 <sup>th</sup> Floor, Turaki Ali House, 3 Kanta Road, Kaduna 062-241361 08033120794
6	Bunmi Ogundiya & co	Turaki Ali House 2 <sup>nd</sup> Floor Kanta Road, Kaduna 062-375410
7	Chika Egwuatu & partners	2 <sup>nd</sup> Floor Ali House, 3, Kanta Road, Kaduna 062-240029 248722,08037037505
8	Christ. Onjewu & co	6 <sup>th</sup> Floor, Nagwamatse House Ahmadu Bello Way Kaduna 062-214009, 08037041179 08044127420
9	Dan Nwogbo & partners	2 <sup>nd</sup> Floor, Turaki, Ali House, 3 kanta Road Kaduna 062-241363
10	Dapo Ajayi & co	2 Junction Rd Kaduna 062-233321,08023225647
11	D, Lord Maseli & partners	Ground Floor, Turaki Ali House, 3 Kanta Road p o Box 7365, Kaduna 062-242737,240271
12	Diya, Fatimilehin & co	B2, Ahmadu Bello Way Kaduna,062-242570,08035687065
13	F.E Anche & Associates	Bakori House Rearwing Ground Floor, A3 Ahmadu Bello Way Kaduna 062-211416, 08028505941.
14	Garba Kibiya & co	Y.A Ahmed Building Ahmadu Bello Way, Kaduna
15	Geo- alex paret & co	A/B Way Opp. Magajim Gari, Kaduna 08034528530.
16	Goke Adeniyi & co	Mapjons Building (1 <sup>st</sup> Floor) U7 Katsina Road Ahmadu Bello Way, P.O.Box 9257 Kaduna 062-248449,08033229480,08023098465
17	G.O Awuso & co	Y.A Ahmadu Building A/B Way, Kaduna
18	I. Idi & partners	Ali Akilu House 6a Ahmadu Bello Way Kaduna 062-247698,08035533524
19	Jide Taiwo & co	G.DSA. House Ali Akilu Road Kaduna 062-241684,211436
20	Johnbull Amayaevbo & co	2 <sup>nd</sup> Floor, Nagwamatse House, Ahmadu Bello Way, Kaduna 062-210102,08037876711
21	Joe Okafor & Associates	K9 Ahmadu Bello Way/Jos Road P. O. Box 9274 Kaduna 062-244398, 210329.
22	Kayode Iyanda & co	Bakori House, A/Bello Way Kaduna 08037041516.

23	Knight Frank	NIDB Building Muhammadu Buhari Way, Kaduna.
24	Muhammad & co	C9 24 Waff Road, P.O.Box3770 Kaduna 062-248231, 248232,241945.
25	Mustapha & co	1 <sup>st</sup> Floor, Nagwamatse House Ahmadu Bello Way Kaduna 062-213764, 08033111644.
26	Nnaji O. A & co	No.7 Zaki Road, Gra Abakpa P.O.Box1607 Kaduna 062-240157, 240156, 08035044633.
27	Nwuba & Associates	4 <sup>th</sup> Floor, Turaki Ali House,3.Kanta Road Kaduna 0803349776
28	A.F Olowokure & Associate	Suite 18, 1 <sup>st</sup> Floor, Turaki Ali House,3 Kanta Road Kaduna 08023332641,062-214729.
29	Oporum & partners	No14 Ahmadu Bello Way Kaduna (Old Utc Premises) 062-240462, 210821, 08033114194.
30	Rolands Idiagbor & Associates	Baraka Building (2 <sup>nd</sup> Floor) 5,A/Bello Way Kaduna 062-234068,08023025310,08036435396.
31	Sam Dankagoma & partners	1 <sup>st</sup> Floor, Nagwamatse House, A/Bello Way Kaduna 062-213764, 08035820316, 08042149456.
32	Ter Dugeri  & partner	4 <sup>th</sup> Floor, Uba Building Yakubu Gowon Way Kaduna 08023362685.
33	Tony Ozoh& co	2 <sup>nd</sup> Floor, Gidan Bamaiyi Ahmadu Bello Way Kaduna 062-215809, 08033109685.
34	Tunji Adeniyi & co	Nigeria Airways Building (1 <sup>st</sup> Floor) 26 Ahmadu Bello Way, P. O. Box 7877, Kaduna 062-241112,247760,08037871111

Source: NIESV Directory (2007) update by the author (2009)

APPENDIX 2

**QUESTIONNAIRE**

Questionnaire directed to Registered Estate firm in Kaduna.

Pleas tick as appropriate where option are provided. Or write the information required in detail.

1.

How many Estate Surveyors &Valuers do you have in your firm?

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2. How many numbers of staff are females in the firm ?

1 (b) 2 (c) 3 (d) 4(e) others(please specify).....

3. What are the qualifications of the female Estate Surveyors?

HND -----

BSC -----

B. Tech -----

Others.....

4. What are your responsibilities in the firms as a female staff?

i-----

ii-----

iii-----

5. How many female staff are registered Associates in the firm?

6. How many female Estate Surveyors are not registered ?

7. Can you pleas give an insight on why you are not registered? --

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8. How many number of males staff are registered Associates in the firm?-----

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9. State the challenges you face as a female Estate Surveyor in firm?

i-----

ii-----

iii-----

10. What department do you specialized in the firm?