

**ESTATE SURVEYING, VALUATION, EDUCATION AND PRACTICE IN
ANAMBRA STATE: CHALLENGES FACED BY FEMALE PROFESSIONAL
PRACTITIONERS**

¹Efobi, D.J., ²Odimegwu, C. N. and ³Ifediora, C.O.

^{1,2}Department of Estate Management, Chukwuemeka Odumegwu Ojukwu University, P.M.B. 02 Uli, Ihiala L.G.A., Anambra State, Nigeria.

³Department of Estate Management, Ajayi Crowther University, P.M.B. 1066, Oyo, Oyo State Nigeria.

ABSTRACT: *Professional practice especially in Estate Surveying and Valuation industry no doubt has its challenges and there is an increasing quest to survive by both the male and female practitioners in Nigeria. However, it appears the females are finding the practice of the profession more challenging than their male counterparts. This study however looked at the challenges faced by female Estate Surveyors and Valuers (ESV) in the public and private sectors of the industry in Anambra State. Primary data were collected and analysed using simple tables and percentages. Challenges identified include; difficulty in balancing work and family lives, the inability to attend to assignments outside the town at short notice and lack of marital support. The study recommended that efforts should be made to encourage more women, attract them into practice, also into educational sector, give more opportunities to them for research and more importantly discourage sexual harassment.*

KEYWORDS: challenges, estate surveyors and valuer, female, professional practice, real estate.

INTRODUCTION

The real estate industry is very vast and is becoming more sophisticated in terms of application of technology. According to Oluwunmi et al (2020), the real estate industry in any economy positively influences revenue generation. It is an industry that requires professionalism and specialization including sound knowledge of it for actors to survive. Staffansson (2014) stated that it is an industry with a vast connect between the construction and financial industries; and is also strongly influenced by the engineering field. The industry is wide and varied and actors cuts across both male and female gender. It is one of the largest sectors providing job opportunities for different sets of professionals like the estate surveyors and valuers, architects, builders, land surveyors, quantity surveyors amongst others (Egolum, 2002). This was further corroborated by Egbenta, (2012). The practice of the profession Estate Surveying and Valuation as presently called cuts across both masculine and feminine genders. The academics which are made up of both genders in the Universities and Polytechnics train and nurture the young male and female Estate surveyors. A study of selected tertiary institutions in Nigeria showed that there is a gender imbalance in the constitution of the academic staff (Olaogun,

Adebayo and Oluyemo 2015).The males outnumber the females greatly and it also reflects on post holding in these institutions .

In the government ministries and parastatals like Housing Corporation, the Estate Surveying and Valuation jobs are done by both males and females with noticeable variations in the nature of jobs done by the employees with large chunk of the jobs allegedly reserved for the male Estate Surveyor and Valuers. One can hardly find directors or heads of units who are females, in a study by Ishaya, Makama and Sabo (2011), the study which was based on gender issues in land administration noted that some clients perceive female Estate Surveyors and Valuers as being incapable of handling briefs effectively and also having the impression that female Estate surveyors and valuers are lazy, incompetent, laced with family problems that often rendered them non-performing.

This is also not far from what is obtained from the private practice especially in Estate firms. The female estate surveyors and valuers are most times seen not to be fully integrated in the scheme of things in both the private and public sectors.

Aim and Objectives

This paper aims at assessing the challenges which female estate surveyors and valuers face in the practice of the profession in Anambra State and to proffer solutions that will position them better in the emerging real estate market.

The study objectives are to;

1. Identify the challenges faced by female estate surveyors and valuers face in the practice of the profession in Anambra State.
2. Identify areas in the practice where Female ESVs has fared well.
3. To proffer solutions to identified challenges.

Research Questions

The research question includes;

1. What are the challenges faced by female estate surveyors and valuers face in the practice of the profession in Anambra State?
2. What are they areas in the practices where Female ESVs has fared well?
3. What are possible solutions to identified challenges?

Significance of the Study

The study will help to intimate the members of the Estate and Surveying and Valuation profession of the plight of women. With that their challenges can be appreciated and it's expected that profession will work towards ensuring that issues raised are addressed. In addition it will also bring to lime light the contributions of women in the profession by exposing the areas and sectors they have performed creditably well. More importantly the findings will add to the already existing literatures on genders issues and practice.

REVIEW OF LITERATURE

An Estate Surveyor and Valuer in accordance with Decree No. 24. 1975, Estate Surveyors and Valuers Registration Board of Nigeria, now Cap. E.13 LFN 2007 defines the Profession of as those engaging in the arts, science and practice of

- a. Determining the value of all description of property, and of the various interests therein.
- b. Managing and developing estate; and other business concerned with the management of landed property
- c. Securing the optimal use of land and its associated resources to meet social and economic needs.
- d. Determining the structure and condition of buildings and their services and advising on their maintenance, alteration and improvement.
- e. Determining the economic use of the resources by means of financial appraisal for the building industry
- f. Selling (whether by auction or otherwise), buying or letting as agent, real or personal property or any interest therein.

The services of Estate Surveyors and Valuers cuts across property valuation, property management, property rating and taxation, building construction, property development, building maintenance, facilities management, land titling and recording, land use and management and so on. According to the Act which establishes the profession, an Estate Surveyor and Valuer is any person who is registered with the Estate Surveyors and Valuers Registration Board of Nigeria”.

Oladapo (2017) in the study, gender Bias in the Selection of Estate Surveyors and Valuers in Lagos Property Market observed that there is gender bias in clients’ selection of whom to give the assignments relating to their property assets. This study identified the proportion of male and female ESV/agents practicing in the study area, measured the selection criterion their clients were biased with, and determined the causes of bias in order to correct gender imbalances in real property market transactions. The findings of the study showed there was higher proportion of male ESV than female, in both staff strength and clients choice and that there were bias orchestrated by personal relationship, knowledge and experience. Bias was found to be a function of environmental and natural human tendencies and notion of lack of competence of female than male ESV. The study recommended that female ESV should brace up to compete by exhibiting high level of managerial qualities as good/first impression sustained delivery and performance/success.

The study by (Ishaya, Makama, and Sabo, 2011) observed that women are underrepresented in most vocation, especially professional jobs, this they opined may be as a result of paucity of qualified women to fill positions, or incompetency, this study seeks to find answers to these issues.

The study by Odudu (2014), confirmed that yearly, the induction of new members into the profession for Real Estate practice in Nigeria, has increased in population to 3325, out of which

only 20 percent are female ESV. This has remained like that till date as more men are still be inducted as well get licensed to practice.

Oluwunmi, Emeghe, Oluwadamilola, Fulani, Peter and Akinjare (2020), in their study evaluated the discrimination against women in the real estate industry in Lagos State, Nigeria. The findings indicated that that there were more male Estate Surveyors and Valuers than females in the study area. Most of the female estate surveyors and valuers are attached to property management departments of their firms and the challenges they encounter range from difficulty in balancing work and the home front to the fact that women are seen as not being capable of practicing the profession amongst others.

The work of Welle and Heilman, (2005) explored the psychological dynamics that drive the expression of discrimination in the workplace in the US. The findings of the study revealed that gender discrimination is recognized as a problem by organizations, all of which are obligated by law to reduce it, and many of which believe that doing so will have a positive impact on the bottom line of their businesses. The authors opined that reducing discrimination will ensure that women are selected, promoted, compensated and included based on their abilities and attributes, and that organizations themselves will be capitalizing fully on the talents of their women employees.

Zwiech (2009), in his study identified types of discrimination meted against women, they include employment discrimination, professional discrimination, position discrimination, discrimination in the access to training, and pay discrimination. The study noted that these forms of discrimination limit advancement in all ramifications.

Poirier (2009) shed more light on the facilitators and barriers to career advancement of women in commercial real estate who have achieved top-level leadership positions. In the survey that was carried out on thirteen (13) women holding senior-level management positions in the commercial real estate industry. The findings indicated that attribute their success to facilitators of career advancement such as strong work ethics, relationship building and risk taking. Also, majority of women leaders believed gender-based barriers to advancement have weakened and would continue to do so as more women enter the industry and companies commit to diversity and inclusion.

The Study conducted by Lietz (2012) in the United States of America, made a case for what appears to be endemic under representation of women in private equity, venture capital and private real estate firms in terms of employing and promoting women within their investment decisions. The study reviewed information on the public and private firms on the employment composition. The findings of the study suggested that women do not have the same opportunities as men have in these firms but have been relegated to support roles in the system. The research concluded there to be increase in the number of women in the industry, it is needful to adopt a critical mass principle drawing on the lessons learned in other male dominated fields; requiring greater transparency and accountability; expand the pipeline in all levels of educational institutions; build and expand professional networks and change the climate and culture.

Ibisola, Osereme, Famudehin, and Olumide (nd), in a study, challenges facing women entrepreneur in Estate Surveying and Valuation in Nigeria noted that estate surveying and valuation is one of the professions that are usually seen as men's' profession because of its various activities that require physical strength such as going to field works involving measurements, inspection as well as monitoring projects for valuation, construction, development, appraisal and even agency thereby limiting the involvement of women as real estate entrepreneur. The study identified factors militating against women involvement as entrepreneurs in estate surveying and valuation practice in Nigeria. Data obtained from the questionnaire administered on women estate surveyors and valuers in private practice were analysed with the use of Relative Importance Index (RII). The findings of the study indicated that lack of start-up capital, inadequate networking, religious, limited time to spent with the families, gender discrimination and lack of interest in calculation related tasks among others have been the major hindrances to effective performances of women in the practice of estate surveying and valuation. The study recommended that there should be provision of adequate information, support and encouragement from professional body (NIESV and ESVARBON), increase in the number of training, seminar, and workshop to encourage and promote women involvement in the practice of Estate Surveying and Valuation Profession.

Some of the studies reviewed above may have pointed out gender issues and well as challenges and proffered solutions as well. They may be related to the current study but have not captured the peculiarity of the study area Anambra State, they were limited to female estate surveyors and valuers in private practice like that of the Ibisola etal. Others were specifically on gender discrimination, as well as bias. This study intends to identify the challenges female estate surveyors and valuers in both private and public sectors face in the practice of the profession in Anambra state.

METHODOLOGY

The study employed survey approach; primary source was used as data were collected from lecturers in Estate Management department of Nnamdi Azikiwe University, Chukwuemeka Odumegwu Ojukwu, University and Federal Polytechnic, Oko because these citadels of learning train the future professionals in estate surveying and valuation in Anambra State. Professionals in the Anambra State Ministry of Lands, Physical Planning and Rural Development were also part of the study population because most instruments of practice emanate from there. Thirdly, professionals in the private sector were also part of the study because of the specialized services they offer. A total of 59 respondents who are mostly Fellows, Associates and Probationers (Estate Surveyors and Valuers) were involved in the survey. Primary data was collected through the use of questionnaires designed using Google forms. The questionnaires were distributed or sent to respondents personally to their respective emails and via whatsapp. The data obtained were analysed using simple table and percentages.

The data analyses were mostly descriptive which involves the use of simple table and percentages including bars charts.

DATA PRESENTATION AND DISCUSSION**Table 1.0:** Gender of the respondents

S/N	Gender	No of respondents	Percentage (%)
1	Male	32	52.9
2	Female	27	47.1
	Total	59	100

The table 1.0 above shows the gender of the respondents who participated in the research, the table shows the total number of both male and female gender with their percentage. Out of the total number of 59 respondents who participated in the survey, 32 respondents representing 52.9% were male while 27 representing 47.1% were female.

Table 2.0: Membership Status of the respondents

S/N	Membership Status	No of respondents	Percentage (%)
1	Fellow	3	5.8
2	Associate	28	47.1
3	Probationer	28	47.1

The table 2.0 above shows the membership status of the respondents who participated in the research, the table shows the total number of Fellows, Associates and Probationers with their percentage. Out of the total number of 59 respondents who participated in the survey, 3 respondents representing 5.8% were Fellows, 28 respondents representing 47.1% were female Associates and Probationers respectively.

Table 3.0: Sector of employment/practice in real estate.

S/N	Sector of employment/practice in real estate.	No of respondents	Percentage (%)
1	Government ministry/parastatals	19	32.20
2	Academics	6	10.17
3	Private sector(firms)	19	32.20
4	Academics cum private sector	15	25.42

The table 3.0 above shows the respondents were/are currently employment/practice in real estate industry; the table shows the total number of respondents in Government ministry/parastatals, Academics, Private sector (firms) as well as Academics cum private sector. Out of the total number of 59 respondents who participated in the survey, 19 respondents representing 32.20% are in Government ministry/parastatals, 6 respondents representing 10.17% are in Academics, 19 respondents representing 32.20% and Private

sector(firms) as well as and 15 respondents representing 25.42% are in Academics cum private sector respectively.

Table 4.0 : Respondents in Public/Government ministries and agencies including administrative functions involved in

S/N	What public land administrative functions are you actively involved in?	No of respondents	Percentage (%)
1	Valuation.	17	28.81
2	Land use allocation.	12	20.34
3	Registry.	8	13.56
4	Land information management (ALIMS).	4	6.78
5	Management of public lands (schedule).	8	13.56

The table 4.0 above shows sectors Female ESVs in Lands ministry is actively involved in. Out of the total number of 59 respondents who participated in the survey, 17 respondents representing 28.81% are into Valuation, 12 respondents representing 20.34% are in land use and allocation, 8 respondents representing 13.56% are in ALIMS while 8 respondents representing 13.56% are in the management of public lands respectively.

Table 5.0: Respondents views on the challenges faced by the female land officers

S/N	What are the challenges faced by the female land officers?	No of respondents	Percentage (%)
1	Difficulty balancing work and family lives.	58	98.31
2	Working long and odd hours.	21	35.59
3	Strenuous nature of the valuation jobs.	8	13.56
4	Societal expectations that women should not be assertive/pushy.	13	22.03
5	Males being favoured for sensitive positions (gender bias).	5	8.47
6	Sexual harassment.	17	28.81
7	General lack of marital support.	13	22.03

The table 5.0 above shows the respondents views on the challenges faced by the female land officers, 58 out of 59 respondents representing 98.31% see difficulty balancing work and family lives as challenge, while 21, 8, 13, 5, 17, and 15 respondents each representing 35.59%, 13.56%, 22.03%, 8.47%, 28.81%, and 22.03% in that order see; working long and odd hours, strenuous nature of the valuation jobs, societal expectations that women should not be assertive/pushy, males being favoured for sensitive positions (gender bias), sexual harassment and general lack of marital support as the challenges. The implication of the result presented here is that greater percentage of the respondents was of the opinion that difficulty balancing work and family lives as challenge is the greatest among all the challenges identified.

Table 5.0: Responses on if there has been a Female Director/head in the Government ministry or parastatals

S/N	Has there been any female director of lands known to you?	No of respondents	Percentage (%)
1	Yes	28	47.46
2	No	31	53.54

The 5.0 above simply shows that 28 respondents representing 47.46% said YES and 31 respondents representing 53.54% said NO implying that there have been few female directors or heads.

Table 6.0: Gender is the principal consultant of firm.

S/N	What gender is the principal consultant of your firm?	No of respondents	Percentage (%)
1	Male	58	98.3
2	Female	4	6.78
	Total	59	100

The 6.0 above simply shows that 58 respondents representing 98.3% identified male as the principal consultant of the firm she/he served and 4 respondents representing 6.78% identified female as the principal consultant of the firm she/he served. This shows that very few females own private estate firms in Anambra State.

Table 7.0: Serving in firm owned by a Female ESV

S/N	Have you ever worked in a firm owned by a female?	No of respondents	Percentage (%)
1	Yes	12	20.34
2	No	47	81.3
		59	100

The 7.0 above simply shows that 12 respondents representing 20.34% said YES and 47 respondents representing 81.3% said NO implying that majority of the respondents has not in any time worked or served under a firm owned by a female ESV.

Table 8.0: Female ESV heading any department in a firm

S/N	"If you are female" as a female, have you ever headed any department in your firm?	No of respondents	Percentage (%)
1	Yes	12	44.44
2	No	15	55.56
	Total	27	100

The 8.0 above simply shows that 12 respondents representing 44.44% said YES and 15 respondents representing 55.56% said No implying that majority of the respondents i.e. female ESVs have not headed any department in the firm they served or serving. The analysis shown on table 6 to table 8 shows that very few females own private estate firms or headed departments in the firms they served or are serving in Anambra State.

Table 9.0: Challenges faced by female practitioners in firms

S/N	What are the challenges faced by female practitioners in firms?	No of respondents	Percentage (%)
1	Difficulty combining work and home front.	38	64.41
2	Inability to attend to assignments outside the town at short notice.	46	77.97
3	Working long and odd hours	25	42.37
4	Discrepancy in gender wages	8	13.56
5	Strenuous nature of the job	21	35.59
6	Females not considered for partnerships and heads of departments	25	42.37
7	Societal expectations that women should not be assertive/pushy	21	35.59
8	General lack of marital support	37	62.71
9	Sexual harassment	15	25.42

The table 9.0 above shows the respondents view on the challenges faced by female practitioners in firms, 58 out of 46 respondents representing 77.97% sees Inability to attend to assignments outside the town at short notice as challenge, while 38, 37, 25, 25, 21, 15 and 8 respondents each representing 64.41%, 62.71%, 42.37%, 42.37%, 28.81%, 25.42% and 13.56% in that order see; difficulty combining work and home front, general lack of marital support, working long and odd hours, females not considered for partnerships and heads of departments, societal expectations that women should not be assertive/pushy, societal expectations that women should not be assertive/pushy and discrepancy in gender wages as challenges respectively. The implication of the result presented here is that greater percentages of the respondents were of the opinion that inability to attend to assignments outside the town at short notice as challenge is the greatest among all the challenges identified followed by difficulty combining work and the home front and lack of marital support. This point towards marital life as a major source of challenge female estate surveyors and valuers face in the career.

Table 10.0: The challenges faced by female lecturers

S/N	What are the challenges faced by female lecturers?	No of respondents	Percentage (%)
1	Difficulty in balancing work and family	39	66.10
2	Strenuous nature of the job coupled with research and development	31	52.54
3	Working at odd hours	20	33.90
4	Discrimination and gender bias	20	33.90
5	General lack of marital support	12	20.34

The table 10.0 above shows the respondents view on the challenges faced by female lecturers, 58 out of 39 respondents representing 66.10% sees difficulty in balancing work and family as challenge, while 31, 20, 20 and 12 respondents each representing 52.54%, 33.90%, 33.90% and 20.34% in that order sees; strenuous nature of the job coupled with research and development, working at odd hours, discrimination and gender bias and general lack of marital support as challenges respectively. The implication of the result in table 10.0 above is that greater percentages of the respondents were of the opinion that Difficulty in balancing work and family as challenge is the greatest among all the challenges identified.

Table 11.0: Perceptions of the female ESV on the profession as a whole

S/N	What are your perceptions of the female ESV	No of respondents	Percentage (%)
1	Female ESV's are intellectually lazy	8	13.5
2	They lack self-confidence and commitment to duty	12	20.35
3	They lack leadership qualities and thereby cannot impact the core aspect of the profession	12	20.34
4	They are women and should not be taken seriously	8	13.56
5	They are the weaker sex and not capable of practicing the profession	12	20.34
6	They are vain and spend time on frivolities such as gossips	8	13.56

The table 11.0 above shows the respondents view on the challenges faced by female lecturers, 12 out of 59 respondents representing 20.34% sees female ESVs as lacking self-confidence and commitment to duty, leadership qualities and thereby cannot impact the core aspect of the profession and as weaker sex and not capable of practicing the profession. Also 8 respondents representing 13.56% sees female ESVs as intellectually lazy, that they are women and should not be taken seriously and are vain and spend time on frivolities such as gossips. The implication of the result in table 11.0 above is that the above views were more of minority views on the perception of women as many did not air their views on the questions posed by

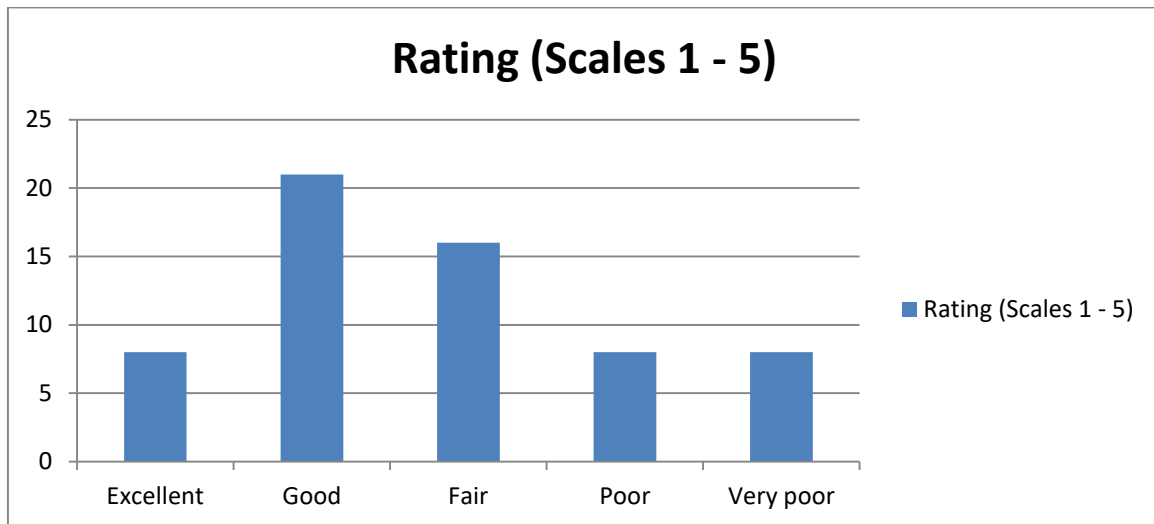
the researcher. This goes to show that women have all it takes to excel in the profession in Anambra State.

Table 12.0: The possible solutions to the identified challenges

S/N	What are the possible solutions to the identified	No of respondents	Percentage (%)
1	Women should maintain integrity by resisting and reporting sexual harassment	22	37.29
2	Team work should be encouraged at work places	44	74.58
3	Certain slots should be reserved for the women	15	25.42
4	Research grants should be given to women to encourage them	26	44.07
5	Women should be encouraged to head committees	41	69.49
6	Training and re-training targeted at women	22	37.29
7	Husbands should encourage their wives by getting more involved in domestic affairs	26	44.07

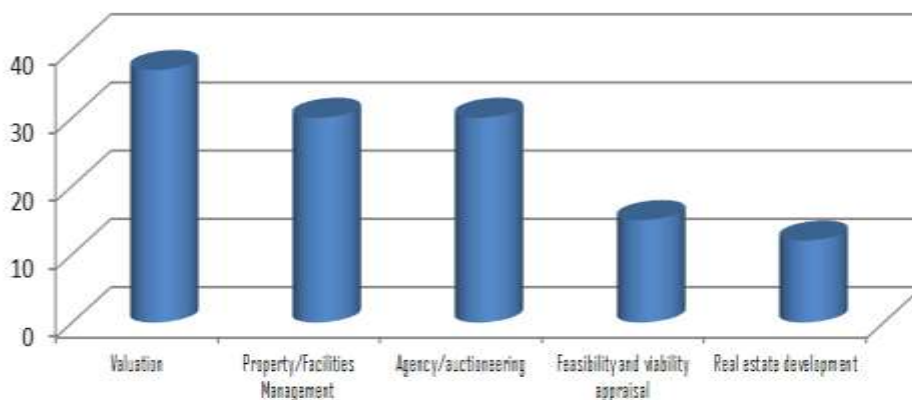
The table 12.0 above shows the respondents view on solution to the challenges faced by female ESVs in all the sectors of Profession, 44 out of 59 respondents representing 74.58% identified team work, i.e. team work should be encouraged in work places to help the female ESVs excel, while 41, 26, 26, 22, 22, and 15 respondents, representing 69.49%, 44.0%, 44.04%, 37.29%, 37.29% and 25.42% respectively opined as follows; women should be encouraged to head committees, research grants should be given to women to encourage them, women should maintain integrity by resisting and reporting sexual harassment, husbands should encourage their wives by getting more involved in domestic affairs training and re-training targeted at women and certain slots should be reserved for the women. All these identified are seen as possible solutions to the identified challenges.

Figure 1.0: The performance of female Heads/ Director in your Ministry/ Parastatals



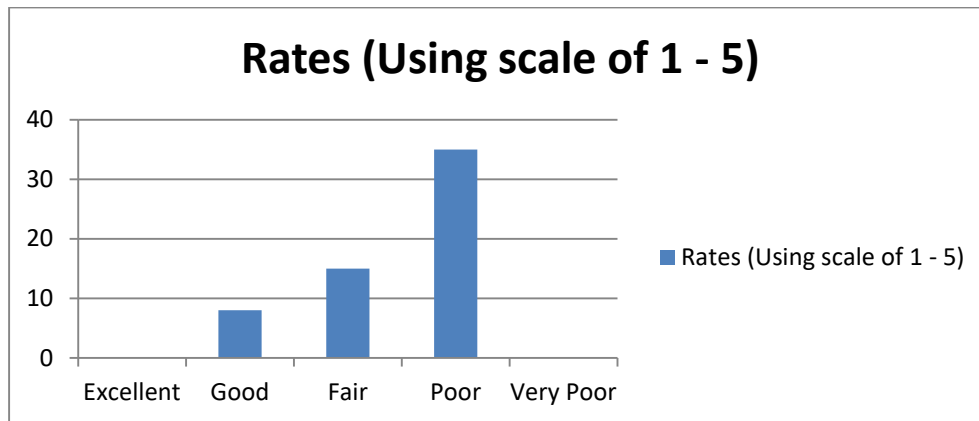
The figure 1.0 above simply shows the rating in 5 points scale ranging from very poor to Excellent with very poor taking 1 while Excellent takes 5 point. From the figure it could be seen that majority rated them good followed by fair while excellent, poor and very poor were almost in the same range of rating. This reemphasizes that female estate surveyors and valuers who found themselves in leadership positions in the government Ministries and Parastatals proved their mettle.

Figure 2.0 The Areas of Practice respondents were actively involved in



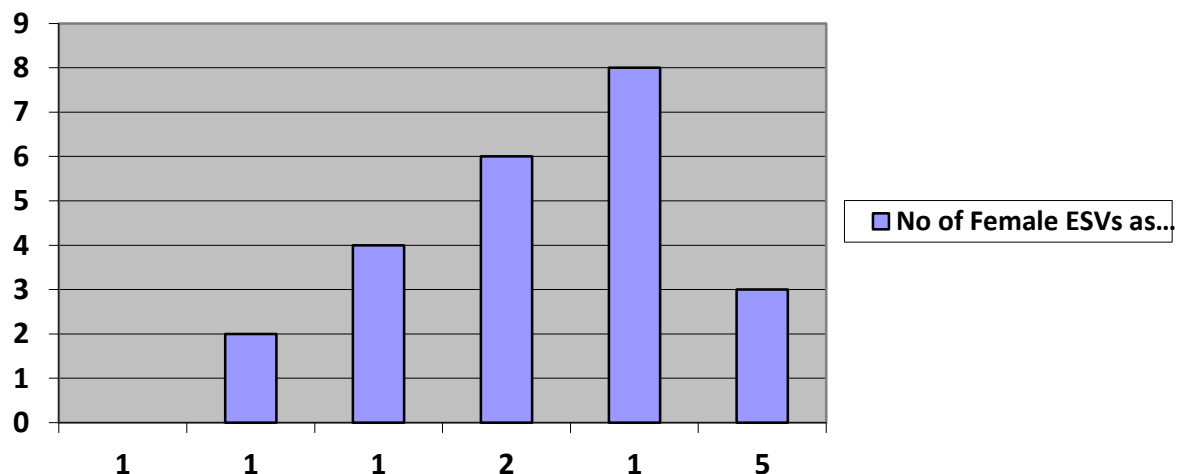
The figure 2.0 above simply shows areas of practice which respondents were actively involved in. From the figure it could be seen that 37 respondents representing 62.71% and from the evidence are majority, went for valuation followed by Property/Facilities Management and Agency/auctioneering with 50.85%, Feasibility and viability appraisal , 25.42% while Real estate development was the least with 20.34%. This shows that many female surveyors are involved in the core area of practice of the profession which is valuation.

Figure 3.0: Rating of female ESV's in private practice



The figure 3.0 above simply shows the rating for female ESV's in private practice in 5 points scale ranging from very poor to Excellent with very poor taking 1 while Excellent takes 5 point. From the figure it could be seen that majority of female ESV's in private practice were rated them poor, followed by fair while none rated them on excellent basis and very poor. The implication of the rating above is that female ESVs are averagely poor in areas of practice in the private sector.

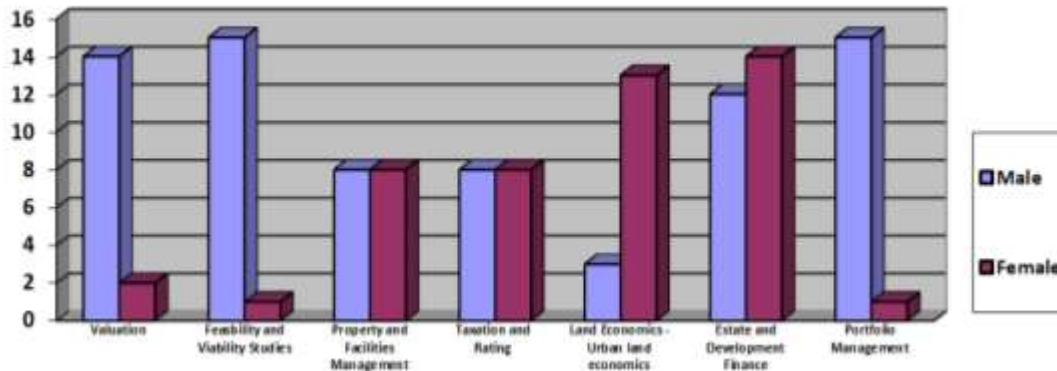
Figure 4.0 : The numbers of female head of departments do/did you have during their days in their respective schools.



The figure 4.0 above simply shows the number of ESVs which respondents have as their head of departments during their undergraduate and postgraduate studies respectively. The figure depicts that the number of female HOD were; 0, 2, 4, 6, 8 and 3 respectively while these reflects the separate respondents which numbers 1, 1, 1, 2, 1, and 5 at different times indicated the numbers of female HODs. This means that 1 number respondent said there was no female head when he/she was an undergraduate and Post graduate student, 1 number respondent said there has been 2 female ESVs as head of department during his or her time etc. Out of the 59

respondents sampled, only 11 respondents had female heads of department throughout their stay in school. This reiterates that very few females make it to the position of head of departments.

Figure 5.0: Core courses taught in the Profession Gender.



The figure 5.0 above simply shows core courses taught in the profession and gender that taught the courses. From the figure it could be seen that in four courses which includes Valuation, feasibility and viability studies, Estate and development finance as well as portfolio management the male gender were taking the lead while in case of property and facilities management including taxation and rating both gender are at par while the female are leading in case of land economics and urban land economics, in all the male gender is seen to be dominating the core causes taught.

Figure 6.0: Rating the performance of female lecturers



The figure 6.0 above simply shows the rating the performance of female lecturers in 5 points scale ranging from very poor to Excellent with poor and very poor taking having no rating, while 10 separate respondents rated them fair and excellent, while 39 respondents rating them

as good. It follows from the above that from the female lecturers are still forces to reckon with in the teaching profession.

SUMMARY OF FINDINGS AND DISCUSSION

It has been the desire of many women to excel in various professions where they find themselves but it seems that this has always been a herculean task considering the roles and views held about women in the context of Nigeria vis-a-vis various cultural backgrounds. There is no doubt that women in estate surveying and valuation profession are quite few compared to the number of their male counterparts. Hence this study critically assessed their participation level in both the public and private sectors of the profession including the academia. This study identified among various things that there are challenges female estate surveyors and valuers face in the industry, this may be the reasons for their low performance or even hindrances why they are not living up to expectations.

The findings on Table 5, shows that the major challenges faced by the female land officers are the difficulty in balancing work and family (98.31%), working long and odd hours (35.59%), sexual harassment (28.81%), societal expectations that women should not be assertive/pushy (22.03%) and general lack of marital support (22.03%).

On Table 9, it can be seen that female practitioners in firms, contend with the following challenges - The inability to attend to assignments outside the town at short notice (77.97%) as the major challenge while other includes; difficulty combining work and home front (64.41%), general lack of marital support (62.71%), working long and odd hours (42.37%) and females not considered for partnerships and heads of departments (42.37%).

The challenges faced by female lecturers as shown on Table 10 gives difficulty in balancing work and family as the greatest challenge at 66.10%, strenuous nature of the job coupled with research and development at 52.54%, working at odd hours at 33.90%, discrimination and gender bias(33.90%) and general lack of marital support at 20.34% respectively.

From the above, it can be seen that female estate surveyors and valuers face similar challenges in both public and private sectors in Anambra State. They include- Difficulty in balancing work and family, working long and odd hours, Inability to attend to assignments outside the town at short notice (the need to make proper arrangements to take care of the home front), General lack of marital support, societal expectations that women should not be assertive and therefore not considered for partnerships and heads of departments and lastly is discrimination and gender bias.

The study also revealed that female estate surveyors and valuers in Anambra State are actively involved in the core areas of the profession as shown on Fig 2.0. The performance of female heads of department and directors in government ministries and parastatals on Fig1.0 shows that female ESVs in leadership positions discharge their duties very effectively. In academics, female lecturers are also rated good as shown on Fig 6.0 .Female ESVs performance in private

practice is rated poor as seen on Fig 3.0. The research also noted disparity in the number of females in leadership positions as compared to the males. Most of the positions are occupied by the males. Tables 5, 6, 7, 8 show that there are few females in private practice, academics and as heads of departments, principal consultants and directors but the low response given to the general perceptions of the female ESV as shown on Table 11 confirms the ability of the female ESV to excel in the practice of profession. Female ESVs in Anambra State are more in the academia and government establishments than in private practice.

Implication to Research Practice

Gender disparity and bias has been a reoccurring and global issue especially in real estate profession, it is expected that findings of this research will serve an eye opener to the Institution and Board in charge of Estate Surveying and Valuation profession on the challenges faced by women and thus their plight will be appreciated. Also, solution proffered if taken into consideration will go along long in solving the problems identified.

RECOMMENDATIONS AND CONCLUSION

In finding the solutions to identified challenges the following solutions were proffered; team work, i.e. team work should be encouraged at work places to help the female ESVs excel, women should be encouraged to head committees, research grants should be given to women to encourage them, women should maintain integrity by resisting and reporting sexual harassment, husbands should encourage their wives by getting more involved in domestic affairs. Training and re-training should be targeted at women and certain slots reserved for the women.

The study hereby recommend that effort should be made to attract more women into practice and as well as the educational sector. Gender bias should be played down and men should encourage their wives to attain their professional goals by being more active in domestic matters. These solutions proffered by this research would go a long way in producing high flying female estate surveyors in Anambra State.

Future Research

This research no doubt that this work has been able to identify challenges that women face in practice but there is need to study the extent the identified challenges actually affect these women, when this is done it will further validate or provide more empirical evidence to the issues of gender and practice as it concerns female ESVs. Also there is need to replicate this research in other state where there are women ESVs in practice.

REFERENCES

- Egbenta, R. (2012). *Essentials of Estate Management with Entrepreneurship*. Enugu: Ezu Books Ltd.
- Egolum, C. (2002). *Fundamentals of estate management*. Enugu: Snaap Press.

-
- Estate Surveyors and Valuers Registration Board of Nigeria (ESVARBON), Cap.E.13 LFN 2007.
- Ibisola, A.S., Osereme, S., Famudehin, O.P and Olumide, A. J. (nd). A Study of challenges facing women entrepreneur in Estate Surveying and Valuation in Nigeria. Being Paper Submitted for Presentation at the 4th International Conference on ICT, Entrepreneurship and Entrepreneurship Education at the Institute for Entrepreneurship and Development Studies (IFEDS), Obafemi Awolowo University, Ile Ife Osun State, Nigeria. Retrieved from https://www.researchgate.net/publication/323113796_A_Study_of_Challenges_Facing_Women_Entrepreneurs_in_Estate_Surveying_and_Valuation_in_Nigeria.
- Ishaya, D., Makama, B., and Sabo, N. (2011). Gender Issues in Land Administration. The Duties and Challenges faced by Female Estate Surveyor and Valuers. Empirical Challenges from Kaduna, Nigeria, FIG Working Week 2011: Bridging the Gap between Cultures, Marrakech Morocco.
- Lietz, N. (2012). *Women in Private Equity, Real Estate and Venture Capital* (pp. 3-22). Stanford: Stanford Graduate School of Business.
- Odudu, W.O. (2014). The Chairman desk Introductory Speech. A Newsletter of the Estate.
- Oladapo, R.A. (2017). Gender Bias in the Selection of Estate Surveyors and Valuers in Lagos Property Market. *FUTY Journal of the Environment*. 11(1). 101 – 111.
- Olaogun J. A, Adebayo A. A. and Oluyemo C.A (2015). Gender Imbalance in the Academia in Nigeria. *European Scientific Journal Special Edition 2015*, 294-306. Retrieved from <https://eujournal.org/index.php>
- Oluwunmi A. O., Emeghe I. J., Oluwadamilola A., Fulani O., Peter N. J. and Akinjare O. A. (2020). Gender Inequality and Women Discrimination In Real Estate Firms in Lagos State, Nigeria Sustainable Economic Growth, Education Excellence, and Innovation Management through Vision 2020, 4367 – 4377. Retrived from <https://core.ac.uk/download/pdf/159615343.pdf>
- Poirier, J. (2009). *Female Leaders in Commercial Real Estate: To the Women Following in Their Footsteps* (M.Sc.). Massachusetts Institute of Technology.
- Staffansson K. P. (2014). Gender Structures in the Real Estate Industry. Thesis submitted to Building & Real Estate Economics, Department of Real Estate and Construction Management, Royal Institute of Technology, Kungliga Tekniska Högskolan.
- Welle, B. and Heilman, M. (2005). *Formal and Informal Discrimination against Women at Work: The Role of Gender Stereotypes* (pp. 24-40). Westport: Information Age Publishers.
- Zwiech, P. (2009). Discrimination against Women in Professional Life in Chosen Pro-Feminist Theories. *Economics & Sociology*. 2(1), 96-104.