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EDITORS:
Ihuoma P. Asiabaka
Richard C. Ihejirika
Emmanuel U. Onweremadu
JOB RECRUITMENT MODEL FOR SUSTAINABLE NATIONAL DEVELOPMENT

'Odii, J. N., 'Nwokorie, E. C. and 'Onukwugha, C.
' Department of Computer Science,
Federal University of Technology, Owerrri, Imo State, Nigeria
2 Dept of Computer Science, Imo Polytechnic, Umuagwo, Nigeria

Abstract
Recruitment process has over time remained a key area that every organisation, be it public or private must adopt in the formulation of its human resource or manpower. Every organisation longs for the best workers to employ but the question that still exists and remains unanswered is what is the best process for acquiring the needed, most qualified and skilled manpower? Most often, firms recruit their workers manually, introducing a lot of gender bias in the system. The most annoying aspect is a situation where qualified competent female graduates are denied job offers on the ground of marriage, pregnancy, nursing a baby or for failure to comply with the inordinate demands from the prospective employer(s), which has today reduced many women to mere graduate house wives. Therefore if we must achieve Gender Equality, Women empowerment and national development, it is imperative that our job recruitment process be streamlined so as to ensure fairness and at the same time ensure that the most qualified manpower is engaged in the workforce of our economy. In our paper, we adopted the Structured Systems Analysis and Design Methodology with PHP script programming language in building the model while MYSQL is used for the database. The result is a real time online application that has the capability of assisting the employers to post their job offers online, help job seekers submit their resumes, and at the same time assist in selecting the most qualified manpower irrespective of gender which will in turn reduce unemployment and ensure sustainable national development.

Keywords: Job, recruitment, gender, sustainable, development, manpower, model

Introduction:
Recruitment refers to the process of attracting, screening, and selecting qualified personnel(s) for a job. Recruitment process involves a systematic procedure that starts from advertising for the vacant positions, shortlisting qualified candidates and conducting the interviews and it takes a lot of resources like money, materials, energy and time. Web-based recruitment has become indispensable today since most of the organisations and business units introduce a lot of bias or irregularities in their process of recruitment thereby jeopardising the chances of qualified graduates with quality talent into their organisations. The situation of women in labour markets globally is still disheartening due to gender inequality within labour workforce. Women face a lot of challenges in terms of access to jobs and often do not have the same level of freedom to choose work as men. Due to these gender differences in the labour market, unemployment rates are higher among women than men. Even when women are to be employed, some jobs are exclusively reserved for men especially the high paid jobs while the low income jobs are for women. No wonder most primary and secondary school classroom teachers are women while oil company staff are mainly men. Web-based recruitment model is a system that enables personnel recruitment using electronic resources available on the internet such as database technologies, online job advertising boards and search engines, so that employers can fill in vacant positions in their establishments within record time. Though other conventional methods of recruitment exist, they are readily acknowledged as being time-consuming and biased coupled with high costs and limited geographical reach. However, recruitment through World Wide Web (WWW) provides global coverage and operational convenience. Also the integration of the internet into recruitment processes is necessary due to the internet's unrivalled
communications capabilities, which enable employers-job seekers communicate through e-mails, blogs or other portals. With this technology, many recruiting firms will have their tentacles spread across the globe.

2.0 Literature Review

Recruitment has been explained as an activity directed towards obtaining appropriate human resources whose qualification and skills match functions of the relevant posts in the organisation. Nadler (1984) confirmed that recruitment is the premier major step in the selection process in the organisation; and that its importance cannot be over emphasized; and can be best described as the “heart” of the organisation. Also, Elwood, Jane and Troth(1996) added employees are viewed as assets to the enterprise, whose value is enhanced by development. Traditionally, the purpose of organisations was to generate the adequate amount of profit in order to maintain its smooth functioning and survival but with the emergence of stiff competition, this becomes a big challenge for the organisations of almost every sector and area (Avnish and Aneseya 2013). The process of recruiting new staff is very critical and to a large extent, the success of an organisation depends on it. This is so because when the right crop of manpower is employed, it makes for a better work output. On the other hand, employing the wrong candidate will mar the future of that organisation. Hence, enough and quality time should be allocated to this exercise, in order to ensure a successful manpower engagement (Odiagba, 2004). Moreover, absence of planning as opined by Kelly (2001) leads to chastise recruitment that leads to a bumper harvest of unqualified applicants resulting in more unnecessary work for staff in recruitment. Starting the process without a systematic approach, can rush decisions and can end up with a mismatch of person(s) who will not be suited in the organisation. Also McLean, Osman-Gani and Cho (2002), advised that there is need to have a system that assists in assessing candidates throughout and this further reduces the odds that are involved in repeating this extensive time consuming process called recruitment. Available literature reveals that the odds involved in recruitment exercise have slowed down job growth in the world thereby causing economic crises (Lawrence, 2009). They worked on the issue of the Global Employment Trends for Women and looked at the gender aspects of this impact, and updated indicators on the situation of women in labour markets around the world. This report reconfirmed that gender inequality remains an issue within labour markets globally. They added that women suffer multiple disadvantages in terms of access to jobs or labour markets, and often do not have the same level of freedom as men to choose work. Gender differences in labour force participation rates and unemployment rates are a persistent feature of global labour markets. In 2008 for instance, an estimated 6.3 per cent of the world’s female labour force was not working, while the corresponding rate for males was 5.9 per cent in 2008. The report also has that women face constraints in terms of sectors of economic activity in which they would like to work and working conditions to which they aspire. Instead, women are overrepresented in the agricultural sector, and almost half of female employment can be found in this sector alone. Women are also often in a disadvantaged position in terms of the share of vulnerable employment (i.e. unpaid family workers and own-account workers) in total employment. These workers are most likely to be characterised by insecure employment, low earnings and low productivity. The most annoying is that those women who are able to secure the relative comfort of wage and salaried employment are often not receiving the same remuneration as their male counterparts. Gender wage differentials may be due to a variety of factors, including crowding of women in low paying industries and differences in skills and work experience, but also as a result of discrimination during recruitment. Due to the constraints women are facing, there are a lot of gender gaps in unemployment rate. A report published by Evangelia (2012) on global Employment trends for women in 2012 confirmed that female unemployment rate is higher at 5.8 per cent, compared to male unemployment at 5.3 per cent, showing that 72 million women were unemployed compared to their global employment of 1.2 billion in 2007 and 98 million men unemployed compared to their global
employment of 1.8 billion and these findings do not show any significant reduction in unemployment as expected even by 2017. And it may also not be feasible if the current employment trend exists by the year 2020. Women continue to face many barriers to enter labour markets. These barriers not only hold back women, they also hold back economic growth and development in countries with large gender gaps. Women in Africa are more likely to be in the informal sector, and the proportion of women with formal employment is less than half that of men (Arbache, Kolev & Filipiak, 2010). Hence, promoting gender equality and empowering women is not only an important goal of the Millennium Declaration in itself, it is also pivotal to achieving the new target in full and productive employment and decent work for all, and virtually all remaining goals and targets. Access to full and productive employment and decent work is crucial for all irrespective of gender and decent work deficits are the primary causes of poverty and social instability especially in Nigeria.
Fig 3: Applicant job post registration form

Fig 3: Applicant registration form
### Jobs Recruitment Site

#### Admin Login Panel

- Username: 
- Password: 

### Fig 4: Admin home view

### Fig 5: Job category view and set-up form
Jobs Recruitment Site

Fig 6: Company category view and set-up form

Jobs Recruitment Site

Fig 7: Jobs application and reply view sample form
Jobs Recruitment Site

Fig 8: New company registration form

Fig 9: New Job posting form
References

website: www.ilo.org/publns