

Advancing gender inclusion for sustainable development in Nigeria's oil and gas sector.

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ABSTRACT

This article investigates the significance of women's participation in advancing sustainable development within Nigeria's oil and gas industry. Although women make notable contributions in technical, leadership, and non-technical capacities, gender inequalities persist, limiting their potential to fully influence economic progress and sustainability efforts. Therefore, this article focuses on the issue of underrepresentation and explores how women's involvement affects outcomes related to sustainable development using a quantitative research method. The data was gathered from 358 female professionals working across various geopolitical regions in Nigeria's oil and gas sector. The collected data were analyzed using descriptive statistics, correlation analysis, and regression models. The findings indicate that there is a moderate level of recognition regarding women's participation and its impact on promoting decent work and economic development. Despite this, their roles in shaping policies and driving innovation are highly valued. The correlation analysis identifies a weak yet statistically significant positive link between women's inclusion and sustainable development. Additionally, a stronger correlation is observed between women's influence on decent work and sustainability-related outcomes. Results from the regression analysis reveal that the model holds statistical significance, but its explanatory power remains modest. This suggests the presence of other influencing factors that were not covered in this study. The study highlights the importance of implementing gender-inclusive policies, leadership training initiatives, and workplace reforms to strengthen women's contributions within the sector. These strategic efforts are essential for enhancing gender equality and fostering sustainable growth in Nigeria's oil and gas industry.

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