

Fulfilment of Marital Role Expectations as Perceived by Employed Mothers in FCT Abuja: Implications for Marital Counselling

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Abstract: *The paper examined fulfilment of marital roles of employed mothers, for the purpose of helping them to balance their commitment to their domestic and work demands. Respondents comprised of 250 career mothers who are full time employees in public or private enterprises in Abuja, Nigeria's Federal Capital Territory. A research instrument titled Employed Mothers' Fulfilment of Marital Roles Questionnaire (EMFMRO) designed by the researcher, validated through expert judgment with reliability coefficient of 0.86 was used to collect the data. Mean and standard deviation were used to analyse respondents' perception to ascertain the frequency of fulfilment of each role. The t-test analysis was used to certify the significance of responses on account of type of employment and number of children. The result showed irregularity in fulfilment of most of the roles considered. Type of employment and number of children were found to be significant factors of fulfilment of marital role expectations. Counselling implications on account of the findings include the need for dual-earner couples to live together to assist each other in child care and home chores. Also, employed mothers should leverage on the assistance of child care service agents, friends and relations to cope with the demands of work and family.*

Keywords: Employed Mothers, Marital Roles Expectations, Work-Family Balance, Nigeria's Challenges, Counselling Implications

1. Introduction

From childhood stage, the socialization of a Nigerian girl-child is tailored towards equipping her with qualities of fulfilling her expected roles as a wife and mother. The virtues of self-control, perseverance, resourcefulness and industry are inculcated in her through responsibilities of looking after her younger siblings, running errands in domestic spheres as well as buying and selling (Awe & Ezumah, 1990). On becoming an adult especially in the pre-colonial period, it was perceived that the most important status a woman could attain was derived through marriage. Based on the Nigerian culture, a woman derives responsibility, respect and enhancement of economic status through marriage.

The three major ethnic groups namely the Igbo, Yoruba and Hausa have the same cultural perception that a husband is expected to provide for the upkeep of his wife and children. The wife is expected to enjoy the wealth of her husband, take good care of her husband and children to ensure their health and neatness (Awe et al, 1990). A woman is assessed by her ability to fulfil her obligations to her husband as a wife and as a mother to her children, otherwise she is perceived as a bad woman. Nevertheless, this does not imply that women live a life of indulgence or are completely dependent on their husbands for maintenance. For example, Ezumah (1990) testified that among the Igbos, married women are expected to be industrious and to contribute as food providers through their farming and trading activities for their economic sustenance. A husband is expected to provide his wife portions of land for cultivation of crops which she manages with market trading. There is a similar trend among the Yorubas of South-West Nigeria, where a married woman is expected to participate in trading with investment or loan from her husband. She also has an

obligation to contribute to her husband's farm. In addition, she can raise small live stocks such as poultry and animal husbandry, do handwork such as cloth weaving, hair dressing, tie and dye as in-house business (Afonja, 1986). Similarly, Yesufu (2000), observed that the non-muslim Hausa mothers participate in farming, market trading and raising of small live stocks. The Muslim mothers even under the confines of purdah undertake food processing and prepare cooked foods which are marketed by their children who serve as intermediaries. In essence, mothers were engaged in commercial ventures which allowed fulfilment of their family role expectations.

As reported by Robertson (1986), during the colonial era, the early missionary and colonial education policies favoured homebound education for mothers, and gender was used as a criterion for decisions on access to education. This trend was influenced by people's perception to women's primary roles as domestic while her contribution to family economy was secondary. Hence, during the colonial period, while men were being trained as policemen, clerks, teachers etc., women received education which was in favour of nutrition, child care and home management. However, after independence, girl-child education was enhanced but tended to result in high dropout rate for early marriage or for participation in trading (Uba, 2002). Even where girls continued in education, there had been the tendency for them to be oriented by their parents and wards to pursue careers that are perceived to be compatible with domestic responsibilities. The girls were therefore often discouraged from going into scientific and technological fields. This is because such fields are perceived to be male professions that are time demanding and stressful. Consequently, girls were encouraged to pursue perceived 'soft' courses in humanities and social sciences and they ended up getting employed in the female dominated professions such as nursing, teaching and secretarial jobs. The vocations attract fewer wages in

comparison with employment in scientific and technological areas. However, emphasis on girl-child education for nation building, positive attitudes of parents, teachers and the society towards female education are leading to the improved opportunities for skills' training and professional development for women. As a result, the number of women in executive cadre both in public and private sectors has kept on increasing since after independent (Aina, 1998; Obani, 2005; Agbalajobi 2010).

Today, education is being seen as the key to effective emancipation and empowerment of women for economic strength and enhancement of leadership potentials. The girl-child now has qualitative education in all fields of learning including sciences and technologies and she compares favourably with her male counterpart in academic performance (Kazeem, 2008). With good education women have qualifications for employment into paid jobs. Also, with high cost of living, women work to supplement their husbands' provisions in home-care and give their families a higher standard of living. Thus today, men and women together focus on both work and family and double-income families are increasing in number (Aryee, Fields & Luk 1999; Obani, 2005). However Nigerian employed mothers are facing the task of duration of working hours, working outside of normal or official hours and lack of flexibility concerning the schedules of house-hold work. In the past few decades, the common practice in Nigeria was to employ the services of a house help for household chores and general domestic labour. The structure of social support in Nigeria is informal in nature, as it involves relying on friends, families and paid house helps. Even though it is informal, mothers strain to obtain this unstructured helps at times, compulsorily. Akanji (2012) noted that some of these social supports fail to moderate the effects of work-family life conflicts but rather they amplify the psychological stress and role overload for working mothers. Furthermore, in the early 70s when the communal tie was strong, young mothers employed the help of mother-in-laws, nieces and nephews in childcare. Today, the rural-urban drift for socio-economic empowerment had weakened the extended family ties and minimized any such anticipated assistance from them. Thus, issues of work and family have gained increasing focus for policy initiatives at Government and organizational levels in Nigeria. This is probably because direct relationships exist between work-life interactions and performance, productivity or organizational profitability (Beauregard & Henry, 2009). This study also contributes to the increasing focus on work-family balance and highlights how Nigerian working mothers fulfil their family roles expectations so as to reduce work-family conflicts. It is believed that this will have significant improvement on the health, social and economic lives of employed mothers.

2. Research Problem

The mothering ideology depicts the 'good' mother as being dedicated solely to her children and home at the expense of all dimensions of her life (Elvin-Nowak & Thomson, 2001). Studies had equally linked maternal employment with delayed cognitive development in children, family instability and divorce (Belsky & Eggebeen, 1991; Baydar, Greek & Gritz, 1999; Kleiner, 2006). On the positive side, studies

indicate that employed mothers compared to full-time homemakers have less stress and feel they have more control over their lives (Hoffman & Youngblade, 1999). Also, employment provides economic and social support to working class mothers and their families and they in turn report less depression (Guendouzi, 2006). Mothers' employment produces positive child outcomes. For example, children of working mothers are more well-adjusted, more independent leaders in the classroom, reflected feelings of positive self-esteem and self-adequacy and have higher standardized test scores than children of full-time homemaker mothers (Hoffman et al. 1999; Repetti, Matthews & Waldron, 1989).

Considering these advantages, many employed mothers work full time and are forced to adhere to the ideal worker norm which assumes that day-time hours are company time, while outside of the period of working hours, they cater for family needs such as shopping, house work and child care (Mattingly & Sayer, 2006). Despite high intensive commitment to work, employed mothers are still expected to give more attention to their husbands. Weigt (2006) reported that women internalize intensive mothering and ideal worker norms regardless of their ability to carry out those expectations. Johnston & Swanson (2007) found that these two philosophies of work and family maintenance often create conflicts. According to them, employed mothers often pass through strains in order to fulfil the work and mother expectations simultaneously. Nigeria like other nations of the world, also faces economic challenges and labour market pressures. The Nigerian working mother has to strenuously develop supportive networks as well as cognitive and psychological coping behaviours that engender desirable gratification and effective functioning at work and within her family. Thus, the demands of work and racing a healthy family keep many Nigerian working mothers struggling on how to find enough time and strength to perform work and family roles satisfactorily (Akanji, 2012). Because the demands of work affect the family commitment of employed mothers and vice versa, studies revealed that work-family conflict is positively associated with reduction in parental, marital and life satisfaction, stress, depression and physical ailment among working mothers (Van Hooff, Geurts, Kompier & Taris, 2006). Thus, in realization that the fulfilment of work and family roles is necessary, and in view of the observed contradicting and conflicting demands of the two life-supporting institutions, it may be pertinent to examine how employed mothers fulfil their marital role expectations. Indigenous studies on family-work demands and conflicts are few. Related studies include: *Impediments to women career advancement* (Mordi, Adedoyin & Ajonbadi, 2012); *Work-life balance experiences in Nigeria and coping strategies* (Akanji, 2012). This present study establishes the extent to which employed mothers fulfil their marital roles and examines the factors that might impact on the fulfilment of the roles.

3. Research Questions

The study answers the following research questions:

1. How do employed mothers in FCT Abuja perceive the fulfilment of their marital roles?

- How do employed mothers perceive the fulfilment of their marital roles on the basis of type of employment (public or private) and number of children?

Hypotheses

The tested two null hypotheses are:

- There is no significant difference in fulfilment of marital role expectations of public and private employed mothers.
- Number of children will not be a significant factor in fulfilment of marital role expectations of employed mothers.

4. Methodology

4.1 Research Design

The study used descriptive survey design, focussing on the opinions of employment mothers on how they fulfil their marital role expectations. It also examined whether the type of employment (public or private) and number of children would be factors in their responses.

4.2 Population and Sample

The target population consisted of all employed mothers in the Federal Capital Territory (FCT) Abuja. A sample of 320 working mothers who are employed on full time in public or private enterprises were randomly selected from the various zones of FCT namely: Abaji, Gwagwalada, AMAC, Kuje, Bwari, Karshi and Kwali zones. A simple random and stratified sampling approach was used for selection of the respondents bearing in mind those who are married and are mothers, socio-economic status, number and age range of children. Out of the 320 copies of the questionnaire administered 284 was retrieved and only 250 were found suitable for analysis of the study. The 250 respondents comprise of 92 mothers in private enterprises and 158 mothers in public enterprises. 166 had 1-3 number of children, 84 had 4-6 number of children.

4.3 Instrumentation

The research instrument used for data collection was a questionnaire titled 'Employed Mothers' Fulfilment of Marital Role Questionnaire' (EMFMRQ). The instrument was made up of two sections A and B. Section A, elicited background information of the respondents, such as age, employer type, number of children, age of the last child, time of resumption and closing at work, etc. Section B consisted of 20 items describing expected roles of a woman in her family generally. Section B has three parts 1, 2, 3. Part 1 describes roles towards the husband consisting of 6 items. Part 2 contains roles towards the children consisting of 9 items. Part 3 describes 5 domestic roles of a woman in her family. Respondents are required to indicate whether they fulfil each role frequently, occasionally or rarely. The instrument was validated through expert judgment for face and content validities, while a test-re-test reliability coefficient of 0.86 was obtained after four weeks interval through Pearson Product Moment Correlation.

4.4 Data Analysis

The instrument was scored on the basis of three point scale of 3, 2, and 1. To analyse the data, mean and standard deviation were used to answer research questions. A mean range of 2.5 to 3.0 represented **frequently fulfilled** while a range of 1.5 to 2.4 represented **occasionally fulfilled**. Any role with mean less than 1.5 is considered **rarely fulfilled**. The t-test statistical analysis was used to test the two null hypotheses formulated for the studies.

5. Results

The results of the data analysis on research questions and of the test of hypotheses 1 and 2 are presented in tables 1 to 3 below.

Table 1: Mean, standard deviation and rank order analysis of employed mothers' responses to their family role fulfilment

No	Expected Roles of Employed Married Mothers in Their Families	Mean	SD	Rank order	Remarks
Part 1: Roles towards husbands					
1.	a. Supporting my husband financially.	1.60	0.77	2 nd	Occasionally fulfilled
2.	b. Assisting my husband to cope with the demands of his vocation.	1.33	0.63	4 th	Rarely fulfilled
3.	c. Bearing children as desired by my husband and I.	2.60	0.68	1 st	Frequently fulfilled
4.	d. Satisfying the sexual need of my husband.	1.31	0.57	5 th	Rarely fulfilled
5.	e. Effective communication with my husband.	1.54	0.63	3 rd	Occasionally fulfilled
6.	f. Going out with my husband for relaxation and social/spiritual functions.	1.17	0.46	6 th	Rarely fulfilled
Part 2: Roles towards children					
1.	a. Keeping my children neat and healthy.	2.46	0.50	1 st	Frequently fulfilled
2.	b. Teaching my children values and inculcating discipline in them.	1.59	0.76	4 th	Occasionally fulfilled
3.	c. Doing school run as planned with my husband.	2.09	0.65	2 nd	Occasionally fulfilled
4.	d. Checking my children school works (assignments).	1.45	0.67	5 th	Rarely fulfilled
5.	e. Monitoring children's performance progress.	1.39	0.69	8 th	Rarely fulfilled
6.	f. Listening to my children's views or complaints.	1.43	0.88	6 th	Rarely fulfilled
7.	g. Attending Parents Teachers Association (PTA) meetings of my children's school.	1.36	0.66	9 th	Rarely fulfilled

8.	h.	Purchasing the material needs of my children.	1.94	0.54	3 rd	Occasionally fulfilled
9.	i.	Having a good time to interact with my children.	1.42	0.65	7 th	Rarely fulfilled
Part 3: Domestic roles						
1.	a.	Cooking food for my family.	1.58	0.78	4 th	Occasionally fulfilled
2.	b.	Doing the domestic work.	1.41	0.68	5 th	Rarely fulfilled
3.	c.	Purchasing food items for my family.	1.77	0.73	3 rd	Occasionally fulfilled
4.	d.	Showing hospitality to relations and friends.	2.79	0.41	1 st	Frequently fulfilled
5.	e.	Ensuring my family takes balanced diet.	1.90	0.74	2 nd	Occasionally fulfilled

Table 1 shows that out of the six items describing the expected roles of the mother to the husband only one item (item 1.3) which is 'bearing children as desired by my husband and I' is frequently fulfilled. Likewise with respect to the perception of mothers' roles to their children, only one

item (item 2.1) which is 'keeping my children neat and healthy is fulfilled frequently. One domestic role (item 3.4) 'showing hospitality to relations and friends' is perceived to be frequently fulfilled.

Table 2: t-test analysis of differences in fulfilment of marital role expectation of private and public employee mothers

Roles towards the husband							
Employment type	Number of cases	Mean X	SD	dF	Cal t	Critical t	Results
Private enterprises	92	15.78	4.03	248	-32.74	1.96	S
Public enterprises	158	7.44	3.34				
Role towards the children							
Employment type	Number of cases	Mean X	SD	dF	Cal t	Critical t	Result
Private enterprises	92	23.87	5.38	248	-41.13	1.96	S
Public enterprises	158	11.39	5.30				
Domestic roles							
Employment type	Number of cases	Mean X	SD	dF	Cal t	Critical t	Results
Private enterprises	92	9.73	2.79	248	-10.72	1.96	S
Public enterprises	158	7.28	3.45				

P < 0.05

Table 2 indicates that the type of employment has significant difference on employed mothers' perception of their fulfilment of marital role expectations towards the husband and children as well as domestic responsibilities. [t=(-32.74),

(-41.13), (-10.72), P<0.05, df =248]. The null hypothesis one (1), was therefore rejected.

Table 3: t-test analysis of difference in fulfilment of marital role expectation of employed mothers based on number of children

Roles towards the husband							
Number of children	N	Mean X	SD	dF	Cal t	Critical t	Results
1-3	166	11.78	4.31	248	-5.72	1.96	S
4-6	84	10.14	4.72				
Roles towards the Children							
Number of children	N	Mean X	SD	dF	Cal t	Critical t	Results
1-3	166	19.19	6.05	248	-24.02	1.96	S
4-6	84	11.68	5.16				
Domestic Roles							
Number of children	N	Mean X	SD	dF	Cal t	Critical t	Results
1-3	166	10.84	3.50	248	-11.99	1.96	S
4-6	84	7.80	3.65				

P < 0.05

Table 3 indicates that the number of children has significant influence on employed mothers' perception of fulfilment of marital role expectations towards the husband, towards their children and domestic responsibilities. [t= (-5.72); (-24.02); (-11.99), P<0.05, df=248]. The null hypothesis 2 was therefore rejected.

6. Discussion

Findings from the analysed data on table 1 showed that a high percentage of employed mothers do not frequently

fulfil most of the expected marital roles towards their husbands and children. Likewise, their domestic responsibilities are not frequently fulfilled. These findings confirm the study of Dilworth (2004) who reported more work-family conflict in homes of mothers who are highly placed employees, than homes of less educated mothers who are junior staff. Dilworth explained that mothers who are highly placed employees may be unable to use work modifications to reduce work-family conflicts due to the nature of their work. There are also expectations associated with their careers such as travels, long work hours and

sensitivity of the job, compelling them to be present at work and to be work-focussed. The outcome of this study is also in agreement with the observation of Galvin & Schieman (2011) that the role expectations of the woman as a mother and a worker are so difficult (if not impossible) for employed mothers to successfully carry them out simultaneously. Knox (2010) had earlier reported that working-mothers who develop ability to integrate the two roles (of mothers and employees) found it difficult because their work did not offer any flexibility and permeability.

Result analysis in table also revealed that more than 50% of the respondents rarely satisfy their husbands' sexual needs (item 1.4; mean, 1.31); recreate with their husbands (item 1.6; mean, 1.17); interact with their children (item 2.9; mean 1.42); check children school work (item 2.4; mean 1.45); do the domestic work (item 3.1; mean 0.68) etc. These findings justify the report of Arendell (2000) & Gerson (2002) that focusing on the needs of children, husband and home, for a mother being employed was considered harmful to the children and family well-being. This study equally strengthened the observations of Bulanda (2007) that the child of a working mother is lacking in parental guidance; and as such, he/she may be unsure of how to interact in the world. Bulanda reiterated that delinquent youths are often reported of having unsupportive and uninvolved parents. The observation of this study also confirmed the reports of Roberts (2000) that most educated women do not see the need to bear the burden and responsibilities of housekeeping but require the assistance of house boys and girls.

The hypotheses tested showed significant differences in responses of employed mothers, based on the type of employment and the number of children. This implies that work-load, flexibility and work hours affect fulfilment of marital role expectations. Noonan, Estes & Glass (2007) expressed a contrary opinion to this finding. They reported that mothers whose work is characterized by inconsistent and unpredictable hours such as part-time services or private self-employed workers have greater work-family conflicts due to lack of spousal support in domestic responsibilities. The finding of this study however, agrees with that of Yang, Chen, Choi & Zou (2000) which revealed that spending less time at work helps to satisfy family demands and had a greater positive impact on work family conflicts in the United States. Likewise, researchers such as Kelly, Moen & Tranby (2011) have found that employees in self employed establishment with greater control of their work hours, work place and how of work had lower work-family conflicts than workers with less control on their work characteristics. This assertion is confirmed by the present finding.

This study also endorses the findings of Spector, Allen, Poelmans & Scooper (2005) who found a significant relationship between the number of hours spent at work and work family conflicts among the Anglos. The authors remarked that presumably, the Anglos view the idea of working extra hours as taking away the convenience from their families, which often results in the feeling of guilt, thereby causing conflicts within family members. The authors however, reiterated that the result was opposite in China because employed mothers and their families view working long hours as a sacrifice for the family. Thus, work-

load, job travel and job inflexibility are not being perceived as having negative effects on satisfying family responsibilities. In fact, spending less time in the family to satisfy work demands was perceived as a means of reducing conflicts. The authors opined that the disparity was mainly due to observable cultural differences regarding the value placed on family and work benefits. In effect cultural context moderates the relationship between demands in the family and work domains, vis a vis work-family conflicts.

The value placed on the family as compared with work in Nigeria urban settings like Abuja where this study was examined does not appear different from that of China. For instance, most respondents of the present study who are employees in the public sector most of who are confidential secretaries, lawyers, accountants as well as hospital staff, and administrative officers, etc. indicated that they resume work as early as 7:30 am and close from work after 4: 00 pm. Majority of them when interviewed acknowledged that they pick their children from school about 5:00 pm instead of at 2:00 pm having paid *after-school-extension* fee. As some of the children attend school during vacation, the parents equally pay for *holiday-care* fee. Parents also have to pay for *tutorial* fee as teachers guide children to do their take-home assignments. Moreover, on week-days, the children most often eat processed or fast foods. A majority of the respondents expressed their dissatisfaction with the practice, but seems to be devoid of any alternative. This observation from the interview confirm the findings of Aycan & Eskin (2005) that employed mothers expressed guilt and anxiety as a result of perceived failure to fulfil prescribed gender and parental roles. The authors reiterated that because the family has a central importance in life, the possibility of harming the family because of work demands was more disturbing to dual earners families, than the possibility of harming the work due to family responsibilities. As a strategy for coping with the work-family demands, Babatunde Raji Fashola, Governor of Lagos State, Nigeria implemented a policy of six-months paid maternity leave, for female civil servants at the birth of their first two children. Also, a male civil servant employed in the State is entitled to a paternity leave of ten working days when his spouse has the first two children. At the delivery of subsequent babies, employed mothers will only enjoy the mandatory three months paid maternity leave. The State Government believes that this policy would advance a balanced family-work life, with the ultimate intent of having future leaders who enjoyed parental care and affection (Williams, 2014).

The test of the second null hypothesis revealed that the number of children is a significant factor of fulfilment of marital role expectations of employed mothers. This finding is in consonance with Grant-Vallone & Donaldson (2001) that mothers' perception of work-family conflict is influenced by the number of children in the household. They also discovered that mothers having many children experience more work-family conflicts than those who have few children due to the time spent on parenting. Researchers such as Zick, Bryant & Osterbacka (2001) found that as the number of the children in the household increases, so does the time, mothers spend on helping with homework, domestic and caring responsibilities. This finding however, contradicts that of Dilworth (2004) who observed that

mothers with more children had less work-family conflicts, possibly because the older siblings help in caring for the younger siblings and with domestic roles, thereby reducing the parenting responsibilities.

7. Counselling Implications

The findings of this study have significant implications for counselling services to couples on work issues that could affect the family adversely. The tension between work and family demands is real. The ideal worker norm says that superior workers (men and women alike) concentrate exclusively on work. The intensive mothering ideology says, to be an excellent mother and wife, requires a singular focus on child care and domestic responsibilities. Both have risks and advantages. Mothers who concentrate on work strive to derive maximum benefits from work, have financial capacity to maintain themselves, satisfy economic needs of their home and children. They are recognised in the society for their intelligent contributions as career women and resource persons. However, such laudable achievements could be to the detriment of their families as maternal employment is linked with delayed cognitive development and delinquency in children as well as divorce (Baydar & Brooks-Gunn, 1991; Furdyna, Tucker & James, 2008). Mothers who are self-employed or part-time workers or are engaged in less paying jobs, such as teaching, could have more time for children and home care. Their work is more flexible as they could attend to family demands during work hours. However motherhood today, includes offering regular emotional and financial supports to the children, as well as complementing the husband in his bread-winning responsibilities and children's education. Also, a mother is a model who should teach her children by instructions, training and examples. Therefore, to be a better caretaker and a resource to her children, as well as one who is able to maintain quality mother-child relationship, the woman/mother should have adequate self-care and knowledge of current issues in her environment which makes it necessary for her to work.

Mothers at work are in a dilemma because work interferes or intrudes into family life and there is family interferences with work. This leads to work-family conflict and it has negative effects on mothers, the children and the home. Conflict arises between family and work because the roles or the set of expected behaviour patterns, obligations and privileges attached to work are incompatible with the major expected roles of motherhood. For example, work requires employed mother's access and time while motherly dedication requires maternal access and time. Hence, work-family conflict is perpetual and the major concern of counselling is to keep functional, the techniques of balancing the commitments to work and family roles. From this study, counsellors should note that resolving work-family conflict is racial and tribal sensitive because mothers face different societal assumptions, regarding the appropriate ways of managing home and work. For instance, the identified marital roles seem normative and to maintain social order, everybody is required to fit within the designated or prescribed behaviours, irrespective of socio economic class or work demands, otherwise the individual is perceived as being deviant. Added to the cultural dictate, the principle of life adopted by the individual couple, their value

clarification plays important roles in resolving work-family conflicts. Problems may arise in the family if there is a value conflict between the couple. A counsellor must not impose his/her value on clients but allow the couple to decide on way of resolving the conflicts. Ideally, the ability of a working mother to carry out her work and family roles successfully can only exist on a continuum of complete segmentation (separation) from work or family, to complete integration (merging) of the two roles. This implies that the mother will either quit her job or family or integrate the two roles. Peradventure the last option is taken; the following steps can help to balance the commitments between work and family demands.

1. Dual earner couples should endeavour to live together, so that as women employment increases men could be more involved in possible child care and training as well as house-hold chores.
2. Employers should not ignore the personal lives of employees especially wives and mothers being involved in child care, house work, shopping and family health care. The government should enforce the eight hour work day in private and public establishments for women. This will help employers to recognize that women have family lives and outside interests.
3. The government should implement all that constitute a work-family balance which include the following: organizational support for dependent care, flexible work options, family or personal leave, flexible work hours (flexitime, which permits workers to vary their start and finish times provided a certain number of hours is worked; compressed work week, in which employees work a full week's worth of hours in four days and take the fifth day off), working from home (telework), sharing a full-time job between two employees (job-sharing), family leave programmes e.g. (parental-leave, compassionate leave), access to high quality childcare centres and informational assistance with childcare and eldercare services.
4. Employed mothers should trade off the benefits of extra work hours for happy family life. This may be in the form of minimising excess hours of work and work travels to devote more time to care for their families.
5. Leverage on the assistance of friends, relations and child-care service agents to reduce work-family conflicts.
6. Both parents should be united in nurturing the high expectation of their children performance. They should endeavour to monitor their children expectations to fulfilment either through paid assistance or reduction of work benefit. Parents should follow the norms for appropriate behaviour expectations, give prompt response to the needs of their children, accept and encourage them.
7. Parents should be involved in the lives of their children, interact with them to give them warmth and inculcate in them godliness and cultural virtues.

In conclusion working mothers should put the family well-being above their work benefits. Also they should structure their weekend hours to enable them to be actively engaged with their children in either play, reading a book, discussing family issues or training them to do domestic work. When they are not physically present with their children and

spouses, they may use telephone, text messages or internet conversations as means of being accessible to provide love and care to their children and husbands. The number, timing and spacing of children could also help in balancing the commitment to work and family roles. Also, the ability of the couple to examine family life satisfaction, maternal health outcomes and children success could help to stabilize the demands of work and family life.

The government should make work place to be more family friendly because it has potential benefit for both employers and employees. If possible, employed mothers having young children should be excluded from unpredictable work hours and excess work load because of childcare needs. Lastly, for work-life policies to be truly effective they must be accepted and integrated into the mainstream for all workers-not simply as a special consideration for working mothers. A multi-faceted policy approach is required that will set the foundation for a meaningful change. More inclusive employment regulation, better quality part-time work and greater policy focus on men's uptake of flexible work are likely to alleviate some of the burdens and causes of work-life conflicts across industry and alongside cultural shifts in workplace gender norms. Such policies should focus on how working mothers can be supported in positions that suit their career preferences. Ideally, a functional society relies on families to produce workers and support the paid labour force. The well being of a country's manpower (including the working mothers) is central to effective productivity which stimulates business growth in any sector of a nation's economy. To maintain a balance between paid work and family responsibilities, what the working mothers need most is to have some measure of control over the length and schedule of their working hours. If it is possible, then the benefits are likely to extend not only to women's perceptions of work-family balance, but also to their families, children and employees.

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