

INFLUENCE OF PAID EMPLOYMENT AND MOTHERHOOD ON FAMILY LIFE ACTIVITIES IN ENUGU URBAN AREA, ENUGU STATE, NIGERIA

Onwuka, Charles Chukwujekwu

Department of Sociology

Chukwuemeka Odumegwu Ojukwu University,

Igbariam, Anambra State, Nigeria

E-mail: chukwujekwuonwuka@gmail.com

Ndubisi, Gibson Chunwe

Department of Sociology

Chukwuemeka Odumegwu Ojukwu University,

Igbariam, Anambra State, Nigeria

E-mail: ndugibs@yahoo.com

Ekebosi, Nzubechukwu Christian

Department of Sociology/Anthropology

Nnamdi Azikiwe University, Awka

Anambra State, Nigeria

E-mail: ekebosinzube@gmail.com

Abstract

This paper examined the influence of paid employment and motherhood on family life activities in Enugu Urban Area, Enugu State, Nigeria. The study is a cross-sectional survey. Three research questions guided the study. Role strain theory was adopted as the theoretical framework of the study. The sample size of 994 was statistically determined using the Cochran formula. The target population for the study is 2,321 within the ages of 18-60 years which consisted of all working mothers in the four (4) occupational groups: teachers, nurses, bankers and police. Nine hundred and ninety four (994) respondents from the four occupational groups (teachers, nurses, bankers and police) were randomly selected in proportion to the total number of female workers from Enugu urban in Enugu State, Nigeria for the study. Questionnaire is the major instrument used for data collection and was self-administered. Data collected were analyzed using descriptive statistics like percentages, frequency tables. The hypotheses were tested using chi-square (χ^2) statistical inference. The findings of the study show that more women are now engaged in paid employment due to economic crisis. The study equally revealed that most women who engaged in paid employment do not have enough rest but are deeply involved in family decision making. Finally, majority of the respondents had moderate satisfaction of family life. Based on the findings, it is recommended that the general public should be sensitized towards mothers in paid employment and special respect should be accorded them since their role in their work places and family life activities cannot be over emphasized.

Key Words: Family life, income, marital satisfaction, motherhood, paid employment

Introduction

Balancing work and family life has become an issue of global discourse in view of the changing role of mothers especially in modern African societies. Shifts in societal views can only explain part of the picture as also strong economic factors such as shifts in labour demand and labour supply generated a stimulating factor for the increased participation of mothers in paid employment (Onwuka & Nwosuji, 2014). Increased labour force participation then immediately raises the important question of how to combine working and family life. This shift has sparked off considerable academic debate regarding the consequences of mothers' employment for families, and especially for children (Jacobs & Gerson, 2004).

In traditional African society, the fathers are the breadwinners while mothers stay at home to take care of the children. But in modern African societies, mothers are equally out most of the day which has resulted in the complete disregard of the traditional mother-child relationship (Onwuka & Nwosuji, 2015). Bianchi (2006) maintained that the role of a mother in child development cannot be overstressed. Mothers play vital role in the nurturing of their children for a proper and appropriate child development and upbringing; child development, therefore, is the positive change which occurs in the life of a child. Scholars Mehrotra (2013) and Rogers (2011) maintain that it is not the quantity of time spent with children but the quality that matters.

In this globalized world, the tendencies of both men and women to play dual role as parents and workers are getting common. Thus, both family and work become two important things that demand not little time and energy (Siti, Armanu & Dodi, 2014). As more and more Nigerian women attain high levels of education and secure employment in the formal sector, they face the problem of combining official and domestic roles, with one receiving more attention than the other (Taiwo & Ajayi, 2013). Erinoshon (2005) observed that a woman who takes up jobs outside the home may also be seen to be denying her home and husband the attention needed. This denial may in the long run result in family disorganization with consequences such as domestic violence, especially battery, juvenile delinquency, sexual abuse and divorce (Allen, Hurst, Burck & Sutton, 2000).

Dooley, Lipman and Stewart (2005) posited that mothers become employed because of the increase in dignity that goes with being a wage-earner. Mothers have a greater prestige in the family and are also likely to have more control over how their income is spent. An increasing number of families also depend on the additional income from the mothers. In fact, a woman's marital satisfaction may be related to how well she perceives her husband as fulfilling his provider role and the effect her absence from the home has on herself and her family (Abimbola & Ojo, 2013).

Mothers in paid employment find themselves more able to make more choices for their families when it comes to nutrition and education (Okorodudu & Omoni, 2008). Similarly, Sulaiman (1987) notes that the extra income earned by working wives means improved care both nutritionally and health-wise for the entire family. Friedman and Greenhaus (2000) found that the husbands of mothers in paid employment were happier because of the extra income from their wives' earnings. Mothers in paid employment shoulder a great deal of domestic burden even when they are gainfully employed in the labour market, since their husbands have limited participation in child care and household chores (Lu, 2008). Worse still, there has been little support from employers and the government concerning child care. Work-family conflict thus becomes an issue encountered by many mothers in paid employment in Nigeria and this restricts their full commitment to their jobs (Adekola, 2006).

Statement of the Problem

Mothers' participation in paid employment appears most noticeable in the banking industry, teaching, medical fields, governmental and non-governmental organisations. This development ensures that mothers enjoy the same job opportunities just like their male counterpart. It is the perception of many people in our society that some occupations tend to have more problems of marital adjustment than others. In a study carried out in Enugu State on the relationship between marital satisfaction and job title of working wives, Okere and Omeje (2009) observed that husbands of teachers and nurses were poorer in their marital satisfaction than husbands of full-time wives.

In another study carried out in Anambra State on demographic characteristics as correlates of marital adjustment of female bank workers, Emele (2010) found that bankers do not seem to enjoy their work and their home because of the stresses experienced at the workplace. There is no policy in Nigeria in general, and Enugu Urban in particular, which excludes mothers from engaging in paid employment. In a study conducted by Nwosu (2015) in Enugu urban, it was discovered that 70% to 75% of mothers were involved in the workforce. While some were involved in paid employment, others were self-employed (trading and other small-scale businesses). However, both paid employment and self-employment took mothers away from the home for some hours of the day. Therefore, mothers were unable to spend sufficient time with their children which had consequences for their intellectual and social development.

Okere and Omeje (2009), in a study carried out in Enugu State, observed that a good number of issues such as lengthy hours of work, job hazards, low remuneration for work done and quarrels with ones' boss, can lead to frustration at workplace and cause mothers in paid employment to transfer aggression on their spouses and children. Mothers might withdraw emotionally from their children and quarrel more often with their spouses.

Indeed, marital problems have been identified to be on a rapid increase among mothers who engage in paid employment in Enugu Urban and this constitutes a serious threat to family life (Okere & Omeje, 2009). Okeke (2000) in her study of Enugu and Nsukka towns observed that most mothers in paid employment come back from work already too tired to attend to any household work. She also noted that these mothers might even become irritable and impatient with every member of the family. When this happens, neither the children nor the husband is given attention. In other words, the family is totally neglected or is inadequately taken care of. This may have serious implications for the entire family and may give rise to communication gap.

As a result of the regular absence from home, working mothers provide less personal supervision in their family. For instance, Obiweluzo (2006) in her study carried out in Anambra urban on the influence of mothers' employment on the academic achievement of pupils in primary schools, found that mothers who participate in paid employment tend to deprive their family of certain vital needs necessary for a good take-off in family life. Because of the difficult situation caused by occupational stress, there are many mothers that would like nothing more than to give up work and spend their time raising their families as best as they can. However, financial problems can create real obstacle here and many mothers find themselves having to go back to work in order to help maintain the family budget (Younkin, 2010). To this end, this study seeks to explore in detail, the effect mothers in paid employment have on family life activities in Enugu Urban area, Enugu State, Nigeria.

Research Questions

The following research questions guided the study:

1. To what extent are mothers engaged in paid employment in Enugu Urban?
2. What are the factors responsible for married women taking up paid employment in Enugu Urban?
3. What are the benefits of mothers in paid employment in Enugu Urban?

Hypotheses

The following hypotheses were formulated in this study:

1. Mothers in high income-level employment are likely to have more satisfactory family life than those in low income employment in Enugu Urban.
2. Older mothers tend to have more satisfactory family life than younger mothers in paid employment in Enugu Urban.
3. Mothers who possess higher education are more likely to have satisfactory family life than mothers with lower education in paid employment in Enugu Urban.

Review of Related Literature

The past four decades have witnessed a significant rise in mothers' employment particularly among mothers with children in the home (Okonkwo, 2015). The increase in participation rates of mothers in paid employment is because of the need to supplement family income as well as evolving from the conviction that mothers' place is in the home or kitchen (Abimbola & Ojo, 2013). Okere and Omeje observed that a large number of literate married women are found in the following occupations in Enugu state –Teaching, Clerical/Secretarial, Nursing, Banking, Trading, and Police. Consequently, Jacobs and Gerson (2004) noted that mothers have joined the labour force in large numbers and the proportion of mothers in paid employment has increased significantly especially among those with children under the age of five.

Maher (2004) explained that many mothers became employed because they wish to spend some time away from household duties. Okeke (2005) noted that income earned by working wives may be used to augment the husbands' income in providing adequate nutrition and healthcare for the entire family. She also noted that being away from home for a while actually helped mothers to relax some frayed nerves particularly for those women who were prone to irritability. Despite participation in paid employment, mothers retain the primary responsibility of overseeing household work regardless of who carries out the task. Gordon and Kammeyley (1998) opined that mothers became employed because they do not like housekeeping and because they feel they can put their talents and abilities into more profitable use. Mothers enjoy being out of the house with other people and the satisfaction of accomplishment in the public world. Gordon and Kammeyley also reported that mothers who earn wages before having children are more likely to re-engage in paid employment after a break than mothers who did not. The decision to work or not to work outside the home whilst bringing up children is not an easy one. Many mothers, due to financial constraints, do not feel that they have a choice.

With economic and socio-political changes, many mothers now have the privilege of working outside the home irrespective of the fact that they hardly rest as mothers: cooking, ironing, washing, shopping, tidying, dusting, attending to children's emotional and psychological needs, sweeping, attending to social obligations etc., just like working (again) in an office (Mgbenkemdi, 2016). Oteh, Ntunde and Idiakhea (2012) also pointed out that household chores which involve taking minor decision, cooking for the family, caring for children, buying things for home, and taking to and bringing back children from school (school run) constitute a degree of conflict, pressure, demands and can influence work related activities. This influence can give rise to stress, and stress manifestation.

In the family sphere, mothers in paid employment are more economically independent of their husbands than non-working wives and also have greater equality in family decision-

making (Parker, Brown, Child & Smith, 1978). Okorodudu and Omoni (2008) assert that working wives have contributed immensely to the economic buoyancy of the home because most of the financial responsibilities of the home such as feeding, buying of clothes for the children and even their education are being supplemented by mothers in paid employment. According to them, one-third more households would be living in abject poverty than was currently the case if mothers were not involved in paid employment. Thus, economic necessity has been identified as the major reason for women's participation in paid jobs. This even becomes more necessary if the husband is retrenched, retired or dismissed.

However, regardless of which situation one is in, family life needs support from both spouses. Such support would not only reduce the stress felt by mothers but benefit the family unit as a whole. Salm and Falola (2002) found that in families where both husbands and wives are working, the husband helps the wife with domestic work. Traditionally, domestic work is solely the responsibility of the wife but due to the changes in family structure, husbands are supporting their wives. Some husbands can decide to cook for their families in the absence of their wives or wash clothes, dishes or even sweep the house, hence, gender roles are also changing.

Theoretical Orientation

Role strain theory was adopted as the theoretical framework for this study. Role strain theory was propounded by Robert K. Merton in the year 1938. The theory postulates that family responsibilities compete with work responsibilities for limited time, physical energy and sociological resources (Mgbenkendi, 2016). This theory also emphasizes the constraints in the society that result in experiences of stress. Role strain theory offers a reasonable explanation and antecedent of work-family conflict among Nigerian mothers in paid employment. This theory also offers useful understanding and insight to the understanding of paid employment, motherhood and family life activities in Enugu Urban of Enugu State of Nigeria.

Considering this theory in relation to mother's involvement in paid employment, fulfillment of family responsibilities (child care and demand from spouse) and work responsibilities (punctuality at work and job demand) may compete for these limited amount of time, physical energy and psychological resources. In other words, this competition may make it difficult for mothers in paid employment with its built-in strain to participate efficiently in both work and family activities. This incompatibility between work and family responsibilities may result in chronic role strain.

Materials and Methods

This study was carried out in Enugu Urban area of Enugu State, Nigeria. Enugu Urban area is made up of three Local Government Areas namely: Enugu North with its headquarters at Ogui Nike; Enugu South with its head quarters at Uwani and Enugu East at Nkwo-Nike. Enugu Urban areas attract a lot of people from different walks of life and from different ethnic and religious background. These areas used to be inhabited mostly by farmers and petty traders but in recent years, the economy has been diversified to include large scale trading, commerce, public services and small scale industries. The areas are now largely civil service towns.

The study adopted a cross-sectional survey research design. The general population of this study consisted of all working mothers in the four (4) selected occupational groups in Enugu Urban area of Enugu State. The total number of working mothers in these four (4) occupational groups was 2,321 within the ages of 18 – 60years. This constituted the target population for this study. The sample size of 994 used for the study was statistically determined using the Cochran formula below:

$$n = \frac{Z^2(pq)}{e^2}$$

A multistage sampling procedure was adopted for selection of 994 respondents that made up the sample size of the study. This involved proportionate and purposive sampling techniques. The instrument for data collection was questionnaire. The questionnaire contained two sections. The first section sought to identify the socio-demographic characteristics of the respondents (age, length of years in marriage, number of children, ages of children, educational qualification, years of employment, rank and income per annum) in the study while the second part sought information on mothers' participation in paid employment and family life activities. Copies of the questionnaire were self administered to the respondents with the help of five research assistants. The reason for the number was for the effective management by the researcher and also to ensure a high return rate. Descriptive statistics like percentages, frequency tables, etc. were used to describe and interpret the data collected from the field. Chi-square (χ^2) statistical inference was used to determine relationship between variables in the study.

Findings/Results

Table 1: Distribution of respondents by age

Age (Years)	Occupational Group				Total
	Teachers	Nurses	Bankers	Police Personnel	
18-25	12(8.3%)	11(6.5%)	12(10.2%)	53(9.4%)	88(8.8%)
26-35	19(13.2%)	15(8.9%)	41(34.7%)	69(12.2%)	144(14.5%)
36-45	45(31.3%)	55(32.5%)	44(37.3%)	212(37.6%)	356(35.8%)

46-55	24(16.7%)	68(40.2%)	16(13.6%)	222(39.4%)	330(33.2%)
56 and above	44(30.6%)	20(11.8%)	5(4.2%)	7(1.2%)	76(7.6%)
Total	144(100.0%)	169(100.0%)	118(100.0%)	563(100.0%)	994(100.0%)

Table 1 above shows the distribution of respondents by age according to their occupational groups. Results from the table indicated that 30.6% of the teachers were within 56 years and above, 16.7% were within the ages of 46-55 and 13.2% were between 26-35 while 8.3% were within the ages of 18-25. For the nurses, 40.2% were within the ages of 46-55, 11.8% were within 56 years and above, 8.9% were between 26-35 while 6.5% were within the ages of 18-25. Among the bankers, 13.6% were within the ages of 46-55, and 34.7% were within the ages of 26-35. Again, 10.2% were between 18-25 years while 4.2% were within the ages of 56 and above. Finally, majority (39.4%) of the working police women were within the ages of 46-55, 12.2% were between 26-35 years, 9.4% were within the ages of 18-25 years while 1.2% were 56 years and above.

Research Question One: To what extent are mothers engaged in paid employment in Urban?

Table 2: Respondents views on the extent mothers engaged in paid employment

Prevalence of working mothers	Occupational Group				Total
	Teachers	Nurses	Bankers	Police Personnel	
Very High	33(22.9%)	44(26.0%)	42(35.6%)	157(27.8%)	276(27.7%)
High	67(46.5%)	60(35.5%)	43(36.4%)	221(39.2%)	391(39.3%)
Little	28(19.4%)	41(24.3%)	18(15.3%)	112(19.9%)	199(20.0%)
Very Little	16(11.1%)	24(14.2%)	15(12.7%)	73(12.9%)	128(13.0%)
Total	144(100.0%)	169(100.0%)	118(100.0%)	563(100.0%)	994(100.0%)

Table 2 depicts the respondents' perception on the prevalence of working mothers in Enugu urban. It was observed from the above table that 22.9% of the teachers perceived the prevalence of working mothers as 'very high', 19.4% perceived as 'little' while 11.1% perceived it as 'very little'. Among the nurses 26.0% perceived the prevalence of working mothers as 'very high', 24.3% perceived it as 'little' while 14.2% of the respondents indicated 'very little'. For the bankers, 35.6% of the respondents perceived the prevalence of working mothers as 'very high', 15.3% indicated 'little' while 12.7% perceived the prevalence of working mothers as 'very little'. Among the working police women, 27.8% indicated 'very high' prevalence, 20.0% indicated 'little' while 12.9% of the respondents indicated 'very little' prevalence. The table further revealed the level of perception among various respondents in different groups sampled. It can be seen that a larger percentage of

teachers, nurses, bankers and police officers have 'high' prevalence of working mothers. This was observed with percentage responses of 46.5%, 35.5%, 36.4% and 39.2% respectively. This indicates that the proportion of female workers has increased in different sectors of the economy.

Research Question Two: What are the factors responsible for mothers taking up paid employment in Enugu Urban?

Table 3: Respondents' views on the factors responsible for mothers taking up paid employment

Responses	Occupational Group				Total
	Teachers	Nurses	Bankers	Police Personnel	
Economic crisis	12(8.3%)	88(52.1%)	27(22.9%)	164(29.1%)	291(29.2%)
Bored at home	35(24.3%)	33(19.5%)	51(43.2%)	154(27.3%)	273(27.4%)
Willingness to help financially	51(35.4%)	20(11.8%)	25(21.2%)	108(19.1%)	204(20.3%)
Be independent	46(31.9%)	28(16.6%)	15(12.7%)	137(24.3%)	226(22.7%)
Total	144(100.0%)	169(100.0%)	118(100.0%)	563(100.0%)	994(100.0%)

The above Table 3 depicts respondents' views on factors that are responsible for their taking up paid employment. As indicated in the above table, majority (35.4%) of respondents who were teachers gave their reason as willingness to help the families financially, while the police mentioned economic crises (29.1%). However, majority (43.2%) of the respondents in the banking gave their reasons as working to avoid being bored at home. Furthermore, majority (52.1%) of the nurses indicated economic crisis as an important factor. This indicates that the proportion of mothers engaged in paid employment is because of economic crisis and in order not to be bored at home.

Research Question Three: What are the benefits of mothers in paid employment in Enugu Urban?

Table 4: Respondents' views on the benefits of mothers in paid employment

Benefits	Occupational Group				Total
	Teachers	Nurses	Bankers	Police Personnel	
Support in family income	37(25.7%)	19(11.2%)	15(12.7%)	117(20.7%)	188(18.9%)
Economically Independent	30(20.8%)	32(18.9%)	36(30.5%)	153(27.1%)	251(25.2%)

Involvement in family decisions	43(29.9%)	73(43.2%)	40(33.9%)	157(27.8%)	313(31.5%)
All of the above	34(23.6%)	45(26.6%)	27(22.9%)	136(24.2%)	242(24.3%)
Total	144(100.0%)	169(100.0%)	118(100.0%)	563(100.0%)	994(100.0%)

The above Table 4 depicts respondents' views on the benefits of working mothers in paid employment. As indicated in the above table, majority of the four occupational groups (teachers, nurses, bankers and police) specified involvement in family decision with 29.9%, 43.2%, 33.9%, & 27.8% as the benefits of working mothers in paid employment, although the police also had almost the same proportion (27.1%) mentioning being 'economically independent'. Furthermore, nearly equal proportion of women across all the occupational groups (23.6%, 26.6%, 22.9% & 24.3% for teachers, nurses, bankers and the police respectively) indicated that they virtually benefited in all which include support in family income, being economically independent and involvement in family decisions. This indicates that the proportion of mothers engaged in paid employment are involved in family decisions because of the salary earned.

Test of Hypotheses

The following hypotheses were tested in this study:

Hypothesis One

H1: Mothers in high income-level employment are likely to have more satisfactory family life than those in low income employment

H0: Mothers in high income-level employment are not likely to have more satisfactory family life than those in low income employment

Table 5: Respondents views on the extent of satisfaction of family life on level of income

Extent of satisfaction of family life	Level of Income		Total
	Low income earners	High income earners	
Not at all	0(0.0%)	4(.7%)	4(4%)
Minimally	30(7.7%)	58(9.6%)	88(8.9%)
Moderately	261(67.3%)	371(61.2%)	632(63.6%)
Fully	97(25.0%)	173(28.5%)	270(27.2%)
Total	388(100.0%)	606(100.0%)	994(100.0%)

$\chi^2 = 5.921$, $df = 3$, probability value = .116

In order to test the above hypothesis, respondents' level of income was cross tabulated with extent of satisfaction. The table reveals that none of the respondents with low income

and 7% of those with high income indicated not at all; 7.7% of respondents with low income and 9.6% of those with high income indicated minimally; 67.3% of respondents with low income and 63.6% of those with high income indicated moderately while 25% of respondents with low income and 28.5% of those with high income indicated fully. In summary, majority of the respondents have a moderate satisfaction of family life. In the same vein, with the computed chi-square (χ^2) of 5.921, $df=3$, the test shows that there was no statistically significant relationship ($p > 0.05$) between respondents' income level and family life satisfaction. As a result, the substantive hypothesis (H_1) which states that mothers in high income-level employment are likely to have more satisfactory family life than those in low income employment is hereby rejected. More so, the null hypothesis (H_0) which states that mothers in high income-level employment are likely not to have more satisfactory family life than those in low income employment is then accepted.

Hypothesis Two

- H1: Older mothers tend to have more satisfactory family life than younger mothers in paid employment
- H0: Older mothers tend not to have more satisfactory family life than younger mothers in paid employment

Table 6: Respondent views on extent of satisfaction of family life on age level

Extent of satisfaction of family life	Age level		Total
	Younger working mothers	Older working mothers	
Not at all	0(0.0%)	4(.5%)	4(4%)
Minimally	20(9.7%)	68(8.6%)	88(8.9%)
Moderately	134(64.7%)	498(63.3%)	632(63.6%)
Fully	53(25.6%)	217(27.6%)	270(27.2%)
Total	207(100.0%)	787(100.0%)	994(100.0%)

$\chi^2 = 1.534$, $df = 3$, probability value = .674

In order to test the above hypothesis, respondents' age was cross tabulated with extent of satisfaction. The table reveals that none of the younger working mothers and 4% of those with older working mothers indicated not at all; 9.7% of younger working mothers and 8.6% of older working mothers indicated minimally; 64.7% of younger working mothers and 63.6% of older working mothers indicated moderately while 25.6% of younger working mothers and 27.2% of older working mothers indicated fully. In summary, majority of the respondents have a moderate satisfaction of family life. In the same vein, with the computed chi-square (χ^2) of 1.534, $df=3$, the test shows that there was no

statistically significant relationship ($p > 0.05$) between respondents' age level and family life satisfaction. As a result, the substantive hypothesis (H_1) which states that older working mothers tend to have more satisfactory family life than younger working mothers is hereby rejected. More so, the null hypothesis (H_0) which states that older working mothers tend not to have more satisfactory family life than younger working mothers is then accepted.

Hypothesis Three

H1: Mothers who possess higher education are more likely to have satisfactory family life than mothers with lower education in paid employment

H0: Mothers who possess higher education are not more likely to have satisfactory family life than mothers with lower education in paid employment

Table 7: Respondents views on the extent of satisfaction of family life on level of education

Extent of satisfaction of family life	Level of Education		Total
	Low Educational level	High educational level	
Not at all	0(0.0%)	4(6%)	4(.4%)
Minimally	27(9.3%)	61(8.7%)	88(8.9%)
Moderately	187(64.5%)	445(63.2%)	632(63.6%)
Fully	76(26.2%)	194(27.6%)	270(27.2%)
Total	290(100.0%)	704(100.0%)	994(100.0%)

$\chi^2 = 1.935$, $df = 3$, probability value = .586

In order to test the above hypothesis, respondents' level of education was cross tabulated with extent of satisfaction. The table reveals that none of mothers with low educational level and 4% of those with high educational level indicated not at all; 9.3% with low educational level and 8.7% of those with high educational level indicated minimally; 64.5% of respondents with low educational level and 63.2% of those with high educational level indicated moderately while 26.2% of respondents with low educational level and 27.6% of those with high educational level indicated fully. In summary, majority of the respondents have a moderate satisfaction of family life. Furthermore, with the computed chi-square (χ^2) of 1.935, $df = 3$, the test shows that there was no statistically significant relationship ($p > 0.05$) between respondents' educational level and family life satisfaction. As a result, the substantive hypothesis (H_1) which states that working mothers who possess higher education are more likely to have satisfactory family life than working mothers with lower education is hereby rejected. More so, the null hypothesis (H_0) which states that

working mothers who possess higher education are not more likely to have satisfactory family life than working mothers with lower education is then accepted.

Discussion of Findings

From the analysis of the generated data on the extent mothers engaged in paid employment, it was observed that majority of the respondents (Table 2) in the four occupations perceived the extent of working mothers as high. This finding confirms the view of Abimbola and Ojo (2013) that the increase in participation rates of mothers in paid employment is because of the need to supplement family income as well as evolving from the conviction that mothers' place is in the home or kitchen. This also corroborates the view of Okonkwo (2015) that the past four decades have witnessed a significant rise in mothers' employment particularly among mothers with children in the home. Okere and Omeje (2009) observed that a large number of literate married women are found in the following occupations in Enugu state – Teaching, Clerical/Secretarial, Nursing, Banking, Trading and Police. Consequently, Jacobs and Gerson (2004) noted that mothers have joined the labour force in large numbers and the proportion of mothers in paid employment has increased significantly especially among those with children under the age of five.

It was also revealed from the findings of the study in Table 3 that many factors are accountable for mothers taking up paid employment such as economic crisis, avoiding being bored at home, willingness to help financially, being independent and others. The finding of this study is in agreement with the works of Gordon and Kammeyler (1998) that mothers became employed because they do not like housekeeping and because they feel they can put their talents and abilities into more profitable use. The finding is also in consonance with the view of Maher (2004) that many mothers became employed because they wish to spend some time away from household duties. The observation by Okeke (2005) for instance indicated that income earned by working mothers may be used to augment the husband's income in providing adequate nutrition and healthcare for the entire family especially in the period of economic crisis.

Findings emanating from the study in Table 4 however revealed that there are some potential benefits accruable for mothers engaged in paid employment both to the mother herself and the entire family such as support in family income, helping the mother to be independent economically and involving her fully in the family decision. This finding confirms the views of Parker, Brown, Child and Smith (1978) that mothers in paid employment are more economically independent of their husbands than non-working wives and also have greater equality in family decision-making. The finding is also in consonance with the view of Okorodudu and Omoni (2008) that working wives have contributed immensely to the economic buoyancy of the home because most of the

financial responsibilities of the home such as feeding, buying of clothes for the children and even their education are being supplemented by mothers in paid employment.

Furthermore, the three hypotheses that guided the study were all tested. Findings from the test of hypothesis one as presented in Table 5 on extent of satisfaction of family life on level of income shows that majority of the respondents have a moderate satisfaction of family life. Thus, the null hypothesis (H_0) is accepted thereby implying that mothers in high income-level employment are likely not to have more satisfactory family life than those in low income employment.

In the second hypothesis, the result as presented in Table 6 on the extent of satisfaction of family life on age level shows that majority of the respondents have a moderate satisfaction of family life. Thus, the null hypothesis (H_0) is accepted thereby implying that older working mothers tend not to have more satisfactory family life than younger working mothers.

Finally, the result of hypothesis three as presented in Table 7 on the extent of satisfaction of family life on level of education shows that majority of the respondents have a moderate satisfaction of family life. Thus, the null hypothesis (H_0) is accepted thereby implying that working mothers who possess higher education are not more likely to have satisfactory family life than working mothers with lower education.

Conclusion

The study focused on the influence of paid employment and motherhood on family life activities in Enugu Urban Area, Enugu State, Nigeria. The demands of the family have made it imperative on mothers to engage themselves in dual functions. That is, mothers are now found in paid employment while at the same time attend to their family responsibilities. Efforts to balance paid employment and family life demand extraordinary physical exertion and personal sacrifices during the early childhood years. Caring for young children is immensely labour intensive. From this perspective, there is need for harmony between the domestic roles of mothers and their effective participation in paid employment outside the family. Rather than overlook the evident struggles to balance work and family life common among many mothers and which create greater work-family interference, various occupational groups associated with mothers should take steps to support mothers in achieving success in their work place and at home.

Recommendations

Based on the findings of the study, the following recommendations are advanced to guide the government, organizations, institutions, social work practitioners, policy makers and

the general public in tackling issues bordering on the wellbeing of working mothers and their family in Enugu Urban Area.

- Government should make policies that will reduce the length of working hours for mothers and also make it suitable for mothers in paid employment who are on shift duties.
- Due to the fact that some occupations like banking and police take more time and are stressful, there is need for formulating policies that will give consideration to working mothers in these occupations.
- There is the need to sensitize the general public to improve on their orientation towards working mothers. In other words, members of the public should respect working mothers and show them understanding.
- Finally, social workers should collaborate with the government in order to formulate policies that will benefit the working mothers both in their families and at work places.

References

- Abimbola, E.A & Ojo, T.O. (2013). An assessment of some factors influencing the performance of household tasks among women civil servants in Lagos State. *European Journal of Logistics Purchasing and Supply Chain Management*. 1(2), 1-10.
- Adekola, B. (2006). Job and personal factors in work-family conflict and work burnout among university employees in South-Western Nigeria. Unpublished Ph.D Thesis, Olabisi Onabanjo University Ago Iwoye – Nigeria.
- Allen, T.D., Hurst, D.E.L., Burck, C.S. & Sutton, M. (2000). Consequences associated with work-family conflict: A review and agenda for future research. *Journal of Occupations Health Psychology*, 5, 278-308.
- Bianchi, S.M. (2006). *Effects of working mothers on children*. Budapest: Hybro Press.
- Dooley, M., Lipman, E. & Stewart J. (2005). Exploring the good mother hypothesis: Do child outcomes vary with the mother's share of income? *Canadian Public Policy*, 31, 123-143.
- Erinosh, O. (2005). The burden of women. The 29th Interdisciplinary discourse, organized by the Postgraduate School, University of Ibadan.

- Emele, C.J. (2010). Demographic characteristics as correlates of marital adjustment of female bank workers in Anambra State. Unpublished Ph.D Thesis University of Nigeria, Nsukka.
- Friedman, S.D., & Greenhaus, J.H. (2000). *Allies or enemies? What happens when business professionals confront life choices*. New York: Oxford University Press.
- Gordon, H.K. & Kammeyler, K.C. (1998). The gainful employment of women with small children. *Journal of Marriage and the Family*, 42, 327-336.
- Jacobs, J.A. & Gerson, K. (2004). *The time divide: Work, family, and gender inequality*. London: Harvard University Press.
- Lu, Y.Y. (2008). *The impact of work-family conflict on working women in Taiwan*. Taiwan: Queensland University of Technology Press.
- Maher, J. (2004). Skills, not attributes: Rethinking mothering as work. *Journal of the Association for Research on Mothering* 6(2), 7-16.
- Mgbenkemdi, E.H. (2016). Family-interference with work as a predictor of marital conflict and depression among women in Enugu South-Eastern Nigeria. *IOSR Journal of Humanities and Social Science*. 21(10), 43-49.
- Nwosu, C.V. (2015). The effects of mothers' employment on academic performance of children in Enugu urban. An unpublished Ph.D Dissertation submitted to the Enugu State University of Science and Technology.
- Obiweluozo, E.P. (2006). Influence of the mothers employment on academic achievement of pupils in primary schools. Unpublished M.Sc. Thesis, University of Nigeria, Nsukka.
- Okeke, V.I. (2000). Wives' employment and mother-child interaction. *Journal of Liberal Studies*, 1(8), 164-169.
- Okeke, V.I. (2005). African family in transition: The issue of juvenile delinquency among families of working mothers'. In J.C.Okeibunor & Anugwom, E.E. (Essds.). *The social sciences and socio-economic transformation in Africa*. Nsukka: Great AP Express Publishers Limited.

- Okere, A.U. & Omeje, J.C. (2009). Relationship between marital satisfaction and job title of working wives. *International Journal of Educational Research*. 2 (9), 81 – 88.
- Okonkwo, E. (2015). Strain-based work interference with family and depersonalization among female teachers. *EBS Journal of Management Science*. 6, 1-8.
- Okorodudu, G.N. & Omoni, G.E. (2008). The impact of working wives on family orientation and national development implications for counselling. *International Journal of Educational Research*, 8(1), 88 – 95.
- Onwuka, C.C. & Nwosuji, E. (2014). Paid employment and family life in our contemporary society: The challenges on mothers. *Nsukka Journal of the Humanities*. 21(2). 175-184.
- Onwuka & Nwosuji (2015). The implication of working mothers on the wellbeing of the children. *Nsukka Journal of the Humanities*. 23(2). 118-130.
- Oteh, C.O., Ntunde, F.O. & Idiakhea, E.O. (2012). The role of self employment in family work conflicts among mothers with children below 10 years old. *British Journal of Arts and Social Sciences*. 5(1) 92-102.
- Parker, S.R., Brown, R.K., Child, J. & Smith, M.A. (1978). *The sociology of industry*. (3rd ed.). London: George Allen & Unwin Publishers.
- Rogers, Y.V. (2011). *Maternal employment and child health: Global issues and policy solutions*. UK: Edward Elgar Publishing.
- Salm, S.J. & Falola, T. (2002). *Culture and customs of Ghana*. Westport, CT: Greenwood.
- Siti, N., Armánu, T. & Dodi, I. (2014). Work-family conflict: A review of female teachers in Indonesia. *International Journal of Psychological Studies*. 6(4). 134-142.
- Strong, L., DeVault, J., Sayad, K. & Cohen, J. (2001). *The marriage and family experience* (8th ed.). Wadsworth: United States of America.
- Sulaiman, I.L. (1987). Mother's income and child mortality in Southern Nigeria. *African demography working papers*. Population Studies Centre.

Taiwo, P.A. & Ajayi, J.O. (2013). Work pressure and employment of housemaids among female bank workers in Ibadan, Nigeria. *The Nigerian Journal of Sociology and Anthropology*. 11(2), 117-132.

Younkin, F.L. (2010). Work-family spillover, division of labor and relationship satisfaction. M.Sc. Thesis. Ohio State University.