

## Impact of Career on Women's Domestic Responsibility: A Case Study of Women in the Bank Industry, Marina Lagos State

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### ABSTRACT

*This study was designed to ascertain the impact of career on women's domestic responsibility; a case study of women in the bank industry, Marina Lagos State. The shift of women into labour force is dramatically influencing the structure of the family and society. The implication of women in management position and domestic care classify gender and work life responsibility. a total of 130 subjects participated. The study used questionnaire for data collection. Mean and t-test data presentation was adopted. The research revealed that long working hours of career women and the incompatible working schedules with domestic responsibility reduce women participation in the development and upbringing of the child. The introduction of flexible working hours schedules and child care facilities in work places can help in solving the problems that emanate from combining work and domestic responsibilities.*

### INTRODUCTION

Work-family role conflict has become an important issue in the determination of organizational commitment in recent years, there has been an increase in competitive pressures on organization to increase productivity and an increase in time demands on the work force, leaving less time available for the employee to be with their families. Moreover, the workforce composition has changed in recent years with an increase in women in the workplace and there has been an increase in men being involved in family life (Cardson, 2005). Dual income couples and an increase in single parenting are now becoming the norm of today's society. Work-family role conflict in which role pressures from the work and family domains are mutually incompatible in some respect (Flippo, 2005). The conflict occurs when the employee extends their efforts to satisfy their work demands at the expense of their family demands or vice versa (Cole, 2004).

In the pre-colonial era in Nigeria, the various societies then were able to maintain and perpetrate themselves by socializing their members to assume different roles in the society. This involves a clearly marked out decision of labour by age and sex. The traditional Nigeria home by definition was not limited only to activities

within the house in which the family lived, it extended also to all spheres of family activities including farming, the education of children, disposal of farm products and other things which keeps the home going. In which the primary home duties of the women is anchored on a dependent relationship on her husband. Her first duty was the management of the supply of food available and its preparation. These obligation can hardly be appreciated from an alien imbued cultural point of view.

The women in traditional African society were a product of the society, political and economic realities of her society. It was noted that when women participated in the traditional labour force, their productive roles were an extension of their domestic roles all such activities were carried out within the home. The women's place and success within the traditional Nigeria home defined her success as a woman, hence, traditional education was geared towards an adequate fulfilment of her role in the home.

The traditional role of the women was therefore within the confines of the home and her responsibilities was defined by the expectation of other like their husbands, children and the society at large. To the husband she is a wife, to the children she is a mother, and to the two

combine she is a homemaker. It is thus clear that by the definition of the home, the traditional role of women in Nigeria was not limited to child bearing and cooking alone, but rather, also she had an extended responsibility such as taking care of the home front in general. However, with colonization, the introduction of formal (Western) Education came into place. Social scientist have often committed that formal education has affected a silent revolution of immense proportions and has changed the face of the Nigeria society more decisively than any other force. From the beginning, more men than women have access to formal education (Tam, 1996). Furthermore, the influence of education tends to diminish as one moved away from the coast, initially educated women moved into teaching and other care oriented professions

In the late fifties and early sixties, the demand for child-care increased enormously with the entrance of large numbers of women into the workforce. From that point on, the number of both women leaving the home and children entering day care has steadily increased. The shift of women from home to the workplace is dramatically influencing the structure of the family and society, and is presenting many new questions as it does so. Why has the proportion of women and children in poverty markedly increased as more women enter the workforce?

From the early sixty's more women gradually entered into profession such a law, medicine, nursing, banking, teaching etc. However, considerable prejudice affected the relatively few women who sought employment into the formal sectors. The labour code then prescribes a lower salary for single women than men and women had to resign their appointment on marriage (Magbogunje, 2005).

In essence, what then has been the implication of the influx of women into paid employment on their traditional roles as homemaker or how can one assess the effects of domestic pressure on women in management position? It is this questions that stimulated this study. According to Olesin, (2005) women spend some fortunes on housemaids, microwave, oven, electric grills, burner, and hotplates. They are women who are not at home always in a hurry, they rush out in the morning. They are women bankers, well paid "power dresser," smart and drive around in sleek cars. Many are married, some are not, they earn good money and sometimes they hardly have time to enjoy the money. Olesin, (2005) observed

that women in the banking industry undergo some strains in trying to balance the demands of their professions and being homemaker. These hurdles are not in surmountable. Other women bankers rely on housemaids to keep the home until they return but in the end, it is what they bring home at the end of the month that makes it worthwhile and the independence it gives them in financial matters.

How much does the gender gap in wages account for the lower income of working mothers? How does childcare affect the human capital of the child and what are the economic repercussions? Although much has been written addressing many of these questions individually, there has been almost no comprehensive analysis of these subjects in the attempt to evaluate how the women's entrance into the workforce has affected her children, her family, and herself. This paper attempts to do so through a review of literatures on the topic. In concrete term, this paper will shed some light on the question of whether working women and mothers have significantly increased the wellbeing of the family or otherwise.

#### **STATEMENT OF THE PROBLEM**

The influx of women into the labour market sparked a body of writing encompassing a wide variety of issues related to women in the workforce. the gender gap in wages, 'povertizations' of women and the increasing need for childcare, the shift of women from home to the family and society. Considerable prejudice affecting the relatively few women who sought employment on their traditional role as homemakers. The fundamental problems associated with married women in career employment and job in work places includes: gender role differentiation. This is when for no good course involved; the women are barred from playing certain role for reasons of their sex and not for lack of skill to execute the task. The failure of the organization management to take care of women social and physiological needs in addition to their domestic responsibilities and economic needs. Unbalanced and unhealthy work environment and schedules which increases stress and emotional instability leading to lapses in their domestic roles.

The main objective of this study was to identify the impacts of work on women's domestic responsibility. specifically the study determines the problems that working women face in carrying out their domestic responsibilities, the effects of working hours of career women on the quality of domestic care they render at home.

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How these women cope or resolve the challenges which emanates from combining work and domestic responsibilities.

### RESEARCH QUESTIONS

- What are the problems working women faced in carrying out their domestic responsibilities?
- What are the effects of the working hours of career women on the quality of domestic care they render at home?
- What should women do to resolve the challenges which emanates from combining work and domestic responsibilities.

### HYPOTHESES

**H1.** Domestic pressures have no significant effect on women in management positions (i.e career women).

**H2.** Domestic pressures have no significant effect on women in management positions (i.e career women).

### SIGNIFICANCE OF THE STUDY

The findings of this study would be of immense benefits to women who are not yet married as well as married ones on problems faced by career women with domestic responsibilities. The study would throw more light on the importance of proper home keeping (domestic roles) over the pursuit of careers by working women and how they can resolve the problems they face. It will put social policy formulations in a better position to evaluate the desirability or otherwise of female participation in career profession and also consider a reduction in the number of hours women can work.

This study also enhanced adequate measurement and strategies to manage the careers of women in management position and domestic care. Suggestions will be provided as to the direction in which working women should progress aside home keeping.

### Scope

The study was focused on the impacts of working pressures and career prospects of women in the

banking industry on their domestic responsibilities in Marina of Lagos State.

### METHODOLOGY

The study used a survey research design. This design was adopted to find out the opinions of working couple on the impact of work on women's domestic responsibilities. The population for the study comprised of all married couples working in the Nigeria five different banks in Marina metropolis in Lagos State. As at the time of the study, the total population of the couple were 227. The sample of the research was drowned using Ukaja and Ezewu 1989 formula:

$$n = \frac{N}{1 + N(e)^2}$$

Where:

n = Sample size

N = Total population

1 = Constant

e = Error or level of precision (0.05)<sup>2</sup>

$$\text{Thus, } n = \frac{227}{1+227(0.5)^2} = 144.82$$

The sample size for this study is estimated at 150.

A questionnaire was the instrument used for data collection. It was subjected to face validation involving three Home Science and Management experts.

### Method of Data Collection

A total number of one hundred and fifty (150) copies of questionnaire was administered to the working couple by hand by the researcher. They were dully filled and return.

### Data Analysis Techniques

The data were analyses by the use of mean and t-test. A 4-point likert-type rating scale was used to elicit information from the respondents. In order to make discussions a cut-off point of 2.50 was established. As such any mean response that is greater than 2.50 is agreed while any mean response that is less than 2.50 is not agreed

### RESULTS

**Table1.** Mean responses on problems that working women face in carrying out their domestic responsibilities in the banking industry in Marina, Lagos State.

S.No	Problem that working women face	Mean	Decision
1	Long hours of office work	3.18	Agreed
2	Over- crowded and loaded job schedules	2.80	Agreed
3	Lack of family to care for children	2.48	Disagreed
4	Role conflicts	2.38	Agreed

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5	Increase need for child care	2.59	Agreed
6	High cost for child care arrangement	2.55	Agreed
7	Number, ages, and special needs of children	2.73	Agreed
8	Loss of income related to absent at work	2.55	Agreed
9	Working mothers lose opportunity for promotions	2.03	Disagreed
10	Lack of policies to ensure flexible schedule for women as care givers	3.00	Agreed
11	Working mothers do not get enough sleep	3.14	Agreed
12	Incapability of bread winners to meet family needs	2.56	Agreed

Table1. Shows that mean scores of all the problems that working women face are between 2.03 to 3.18. Item nine (working mothers lose opportunity for promotion) had the lowest mean score of 2.03. This is lower than 2.50, therefore need to be reviewed. Item one (long hours of

office work) had the highest mean score of 3.18. The remaining 10 scores are greater than 2.50 which is the cut-off point. This implies that the 10 problem that the working women face constitute a focus that prevent them from carrying out their domestic responsibility

**Table2.** Mean responses on effects of long working hours of career women on the quality of domestic care they render at home.

S.No	Effects of long working hours	Mean	Decision
1	Incompatible working conditions with family responsibility	2.92	Agreed
2	Worsen family relationship and higher divorce rate	3.00	Agreed
3	Lower productivity both at home and at work	2.81	Agreed
4	Results in poor health	2.51	Agreed
5	Reduces women's participation in the development and upbringing of the child	3.09	Agreed
6	Children of working mothers lack maternal support	2.59	Agreed

Table2. Indicates that mean scores of all the effects of long working hours had mean ranging from 2.51 to 3.09 which is greater than the cut-off points (2.50). Therefore, the six effect of

long working hours constitute a focus on effects of long working hours of career women on the quality of domestic care they render at home.

**Table3.** Means responses on what women should do to resolve the challenges that emanate from combing work and domestic responsibility.

S.No	Effects of long working hours	Mean	Decision
1	Flexible working hours/schedules	3.18	Agreed
2	Introduction of child care facilities in work place	3.00	Agreed
3	Adequate working facilities	2.97	Agreed
4	Support from family	2.25	Disagreed
5	Alternative working arrangements should be made by employers	2.03	Disagreed
6	Provision for shift work	2.53	Agreed
7	Role revelry between couples	2.39	Disagreed
8	Establishment of government policies	3.00	Agreed

Table3 reveals that all the eight responses on what to do to resolve the challenges had mean scores ranging from 2.03 to 3.18. Item 4, 5 and 7 are lower than 2.50 which is the cut off point therefore need to be reviewed. The remaining

scores are greater than 2.50 which is the cut-off points. This constitutes what women should do to resolve the challenges that emanate from combing work and domestic responsibility.

### HYPOTHESIS ONE

**H0:** Domestic pressure has no significant effect on women management positions (i.e. Career women)

**H1:** Domestic pressure has significant effect on women in management position (i.e. Career women)

Response	$X$	$F$	$FX$	$\bar{X} - X$	$(\bar{X} - X)^2$	$F(\bar{X} - X)^2$
Strongly agreed	4	205	820	-1.2	1.4	287
agreed	3	315	945	-0.2	0.4	126
Disagree	2	137	274	0.8	0.64	87.7
strongly Disagree	1	133	133	1.8	3.24	430.9
<b>Total</b>		<b>780</b>	<b>2172</b>			<b>931.6</b>



### **Decision**

The null hypothesis is therefore rejected and the alternate hypothesis (H1) accepted since  $T\text{-test} = -0.495$ . It is therefore opposed that domestic pressures have significant effect on women in management positions in terms of combining domestic responsibilities with their career. The null hypothesis is therefore rejected and the alternate hypothesis (H1) accepted. Since the  $H_0$  falls outside the accepted level of significance of 1.96 which means that domestic pressures have significant effect on women in management positions in terms of combining domestic responsibilities with their career.

### **DISCUSSION**

The first purpose/objective of this study was to examine the problem that working women face in carrying out their domestic responsibilities. From the data gathered from the field, most women were of the view that long hours of office work is the major problem that prevent them from carrying out their domestic responsibility. this finding agreed with Ajaja (2004) and Collins and George (2004) who reported that married workers unlike those that are single, tend to be facing the bipolar challenges of married life and that of workplace; the experience that may be negatively felt on their commitment and effectiveness at home as well as at workplace.

Other reasons that were given includes overcrowded and loaded job schedules, the increasing need for child care, high cost for child care arrangements and lack of policies to ensure flexible schedules for women as care givers. This agrees with the study of Greenhaus and Beutell (2005) that work-family conflict arises when pressures from work becomes incompatible with those from family domains so by providing flexible working schedules career women will be able to strategize to enable them carry out their domestic responsibilities adequately.

According to Eagles and Mladiric (2003), with the separation of home and gainful employment which characteristics present day industrial societies and the relatively inflexible hour of work, connected with most forces of employment on "incompatibility between the roles of a mother and a worker may be said to exist. Such incompatibility breeds competition between the family and the extra family. Furthermore, they do not agree that lack of facility to care for their children and the loss of opportunity to be promoted does not constitute in any way in

preventing them from carrying out their domestic responsibilities.

The second objective of the study was to investigate the effect of working hours of career women on the quality of domestic care they render at home. It was found that incompatible working schedule, high divorce rate, and low productivity both at home and at work, reduction in the participation in the development and upbringing of their children and lack of maternal support are the effect of working hours of career women on the quality of domestic care they render at home. This agrees with Flippo (2005), who stated that working women with children have a divided attention. This also agrees with Greenhaus and Powel (2005), who's study on work and family domains are mutually incompatible or incongruous in some respect, whereby participation in one role is made more difficult by virtue of participation. This also agrees with the study of Tom (1996) that conflict occurs when participation in a competing family activity or when stress has negative effect on behaviour within the family domain.

The findings on examining these women coping or resolving the challenges emanates from combining work and domestic responsibility agreed that flexible working schedules and the introduction of child care facilities in the work places can help resolve the challenges faced by these women. According to Lindsey and Mize (2007) one cannot understand the later behaviour of a child without first looking at the beginning of child, even in the pre-natal stage. He stresses the importance of environment in which the mother care is provided as vital even right from the pre-natal stage, provision of adequate working facilities, and provision of shift work by employers and the establishment of government policies (Greenhaus and Powel, 2003). Another factor associated with time-based conflict is control over the work-schedule.

A comparison of the critical value for impact of career on women's domestic responsibility show that the null hypothesis rejected and the alternate hypothesis (H1) accepted. Since  $t\text{-test} = 0.495$  therefore it is opposed that domestic pressures have significant effect on women in management positions in terms of combining domestic responsibilities with their career. The null hypothesis is therefore rejected and the alternative hypothesis (H1) accepted. Since the  $H_0$  falls outside the accepted level of significance of 1.96 which means that domestic

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pressures have significant effect on women in management positions in terms of combining domestic responsibilities with their careers.

### CONCLUSION

The relevant impact of career on women's domestic responsibility identified in this study include long hours of office work, overcrowded and loaded job schedules, lack of facility to care children, number, ages, and special needs of children, lack of policies to ensure flexible schedule for women as care givers and working mothers not getting enough sleep are problems that prevent working women from carrying out their domestic responsibilities. The effect of long working hours of career women also reduces their participation of the development and upbringing of their children. It also hinders them from carrying out their domestic responsibilities effectively and worsens family relations. However, the findings of this study also revealed that despite this contradictory role, such women can still find out alternatives to cope with the challenges responsibility by introducing flexible working hours/schedules, providing child care facilities in work places, adequate establishment of government policies.

### RECOMMENDATIONS

Based on the findings it was recommended that:

- Career women should re-strategize in order to cater for with domestic and official role. They can plan their work schedules with their employers in order to have flexible working hours, have child care facilities in work place as well as providing adequate work facilities.
- They can employ the assistance of labour-saving devices or work simplification tools to help with some of the domestic responsibilities.
- Women can participate in the upbringing and development of their children by taking leave from work. This will enable them spend quality time with their children; they can

make plans to have dinner as a family once a day or a week. This will provide them with opportunity to be a part of the child upbringing.

- The government and non-governmental organizations should provide opportunity for day care system for the children of the workers while recreation centres should also be provided for the managers and all levels of workers. This will definitely reduce stress and help to enhance organizational commitment among the workforce.

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