

## **Introduction and Statement of the Problem**

One of the variants of modernisation includes the involvement of women in paid employment. This development implies that women who over time were full housewives and mothers had to divide their time between paid employment and family care. This has implications on the family structure, child health and development (Basu, 1992). These developments have implications on the women who had to juggle between these roles. This study therefore sought to understand different strategies adopted in meeting the responsibilities of family and work demands and its implication on the stability of the family. A study of this dimension became imperative considering the roles of women in the economy and more especially in the labour force in recent times. Studies have showed that women form almost half of the total workforce and the figure is expected to rise sharply at the first half of the 21<sup>st</sup> century (Falzon, 2007 and Orr, 1997). Further, it is an established fact that women workers are an essential part of the work system and cannot be dispensed with in any way (Barnett, Marshall & Sayer, 1992). However, in spite of their uniqueness and qualities, studies have showed that women suffer a great challenge due to a combination of work and child care. For instance, Hoffman (1963) observed in his study that work stress has an influence on the quality of the parent-child interaction. Aside this, 78.0 percent of working women still come back home to look after their children when they close from work (Falzon, 2007). The implication of this is that women combine two jobs at the same time- a paid employee a mother, and wife. Ammaniti, et al (2004) also observed that separating children from their parents store up behavioural difficulties for them. It therefore becomes important to understand methods and strategies adopted by career women to meet the demands of workplace and family upkeep.

## **Objectives of the Study**

The general objective of the study was to examine career women and marital stability in selected banks in Ado Ekiti, south west Nigeria. The specific objectives were to

- a. Examine the socio-economic and demographic characteristics of the respondents.
- b. Understand why respondents remain in banking jobs
- c. Understand the challenges respondents face in combining family responsibilities and employment

- d. Assess the coping strategies of the respondent in combining family duties and employment
- e. investigate its implication on respondents' marriage and family

**Method and Result Findings**

A total of one hundred and fifty married female bankers were selected from 5 major banks in Ado Ekiti through a purposive sampling technique. The reason for this sampling procedure was because of the nature of the research, which had to look for married women within the work setting. In eliciting data from the respondent, the study employed both quantitative and qualitative methods. Questionnaires containing open ended and closed-ended questions were used. Qualitative data involved the use of in-depth interview to capture deeper meanings and insights into the research. A total number of twenty respondents were selected for the in-depth interview. Both quantitative and qualitative data were analyzed accordingly. The questionnaires were analyzed through Statistical Package for Social Science (SPSS) software while the in-depth interview was analyzed and quoted where necessary to support the data from questionnaire.

**Table 1: Percentage Distribution of Respondents Based on Selected Socio-Economic Variables**

<b>Age</b>	<b>Frequency</b>	<b>Percentage</b>
20 -29years	52	34.6
30 -39years	54	36.2
40-49 years	28	18.6
50 and above	16	10.6
<b>Total</b>	150	100.0
<b>Education</b>	<b>Frequency</b>	<b>Percentage</b>
Secondary	32	21.0
Tertiary	52	34.5
Professional qualification	68	44.5
<b>Total</b>	150	100.0
<b>Marital status</b>	<b>Frequency</b>	<b>Percentage</b>
Married	126	84.0
Separated/divorced	24	16.0
<b>Total</b>	150	100.0

The table above explains the percentage distribution of respondents' age, education, marital status and professional qualification. Findings on age revealed that respondents between age 30 and 39 dominated the study constituting 40.0 percent. The least were

respondents aged 50 years and above (10.0 percent). This may not be strange considering the requirements as regards entry into labour force. This is further reflected on the respondents' educational qualification respondents who had tertiary education and professional qualification formed the majority with 32.5 percent and 42.5 respectively. Findings on the marital status also revealed that a majority of the respondents were married.

The table above describes the percentage distribution of respondents as regards the challenges they face and the perceived impact on them and their children. Findings revealed that about 73.1 percent claimed the challenges include how to combine work with mother hood while 26 .9 percent attributed it to financial challenges in meeting their needs and that of their children. Their argument was that they engage in paid employment based on the need to get more money to take care of themselves and their children.

Findings further revealed that 72.0 percent were in banking jobs in order to cater for themselves and their children. About 80.7 percent claimed they quarrelled with their husbands over the nature of their jobs while 93.3 percent claimed their career clashed with their family responsibilities. Further, 95.3 percent were not willing to quit their jobs in spite of challenges faced. IDI interview further buttressed this. On coping mechanisms, 46.5 percent were coping through house helps, 24.3 percent through religious means and 29.2 percent was coping through financial benefits from the jobs. Chi-square result showed that significant relationship existed between income, age, place of origin and continued stay in the job ( $p=001,000$  and  $004$  respectively).

### **Conclusion and Recommendation**

Combining work and family responsibilities appears to be a strenuous task for married women. This challenge may continue considering the persistent demand of employers for effectiveness and productivity in this kind ok work setting. The study recommends that employers and policy makers should ensure that the work place is conducive for women in order to protect the women, children and the institution of the family.

### **References**

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