THE EFFECTS OF WIVES' EMPLOYMENT ON HUSBANDS-PERCEIVED TRADITIONAL ROLES:

A CASE STUDY OF KWARA STATE

BY

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JUNE 2000

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JUNE 2000

DECLARATION

I hereby declare that this thesis for the degree of Master of Home- Management has been written by me and it is a record of my own research work. It has not been previously presented either wholly or partly for any degree and is not being concurrently submitted for any other degree. All quotations are indicated and the sources of information are specifically acknowledged by means of reference.



Olagunju, Kudirat Tolani (Mrs)

CERTIFICATION

This thesis entitled 'The Effects of Wive's Employment on husbands' perceived Traditional Roles among families in Kwara State 'by Olagunju Kudirat Tolani meets the regulations governing the award of the degree of master of Home-Management of Ahmadu Bello University, Zaria and is approved for its contribution to knowledge and Home Management presentation.

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DEDICATION

This work is dedicated to all Employed wives in the Formal sector and their husbands.

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ABSTRACT

The primary purpose of this study was to examine the degree of the Effect of the employment of wives on specific areas of the husband's traditional role as well as his personal life.

Some research questions and hypotheses were tested. Survey research method was adopted and questionnaire was used as an instrument for collecting data. The sample size consist of three hundred and twenty six respondents (employed wives and employed husbands working in formal sectors were used as paired couples) whose age ranges between 15 and 34 Years with about eight percent of them above 34 Years of age. They were randomly selected from eight local government areas of Kwara State.

The raw data obtained from the questionnaire were converted into frequencies for analytical purposes. Percentages, Pearson product moment correlation and chi-square were used for data analysis.

The Findings were that

I. The inadequacy of the husband's performance of his traditional role significantly motivated the wife to seek for paid employment;

ii. A significant relationship existed between the type of work status of a wife and the husband's participation in the household tasks;

iii. Wife's employment was found to have significant influence on the husband performance of his traditional roles in the house;

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iv. A significant relationship between possible stress experienced by husband and their wives performance of their traditional roles was established.

In the light of the findings, recommendations that would help the modern couples to solve the problem of contemporary life which they found themselves particularly those from Kwara State were made. A number of suggestions were also given for further research bearing in mind the limited scope of the present study.

DEFINITION OF TERMS

Role Stress:-	Strains experienced by wives who commit themselves to family and professional roles. Resulting from exhaustion of supply of time, Energy and confronting conflicting obligations.
Dual Career Family	is a subtype of the Dual-working structure in which "both heads of household-husband and wife - Pursue active careers and family lives". Both are professionals.
Dual Earners:	Both husband and wife earn money for the family use.
Role Over Load:	Is combination of hours work in labour force and on house hold activities by the working house-wife.
Contemporary Roles:	New roles assumed by couples as a result of civilization, urbanization and industrialization. They are against the established traditional roles by the society.
Wive's Traditional roles"	These are the cultural roles assigned to the wives. They are child-bearing and rearing, cooking, house cleaning, and other domestic tasks.
Role Conflict:	A struggle to perform the labour work and House hold work satisfactorily without neglecting one for another.
Formal Sector:	These are organized places work-They includes offices like, banks administrative office, schools, hospital, account, secretariat.

Sex-role Perception	means ascribed duties of husband and wife in a particular society.
Sex-role attitudes:	The way the societal expectations are met by husbands and wives as regards roles ascribed to them.

CHAPTER ONE

INTRODUCTION

1.1 Concept of marriage

Marriage is regarded as the legal union of man and woman as husband and wife (Anfani - Joe, 1993). Stable marriages produce stable families, (Anyakoha and Eluwa, 1994). In a family set up, both the husband and the wife have different roles to play according to the gender, local customs, culture and social beliefs. Since life is continually dynamic, these roles also, have continued to change over the years as a result of numerous factors; these include civilization, urbanization and industrialization to mention a few.

In the Nigerian society, tradition entrusts on the husband the headship of the family. He is to provide security, financial support and material comfort for all members of the family while the wife fulfils the emotional needs of the children and husband, maintains a pleasant domestic environment such as art of home making, and when necessary, makes sacrifices to enhance the husband's career (Amaku, 1981)

Therefore, it could be said that the woman traditionally keeps the home while the man is *(a provider)*. A typical Nigerian woman was taught and trained from childhood to emphasize her feminity and to suppress anything in her behaviour that might be considered " Masculine ", so as not to upset the traditional distinction between the man and the woman. She was trained in household duties and as she

grew into adolescence and adulthood, she suppressed her career or vocational ambitions and paid special attention to those things that would make her a house wife and mother [Ezenkwu in Echezona, (1991); Ityavyar and Obiajunwa (1991); Steward, (2221981);and Volzebeer (1995)]

Provider roles in Nigeria was regarded as one of duties of a man. The man was seen as the bread winner while the woman was seen as a "bread eater". Ezenkwu in Echezona,(1991). This does not mean that the woman did not work at all. She works equally hard along side with the husband. In a farming community, for example, the man does the cultivating while the woman did the planting weeding and harvesting together with him, but the harvested crop was seen as essentially that of the husband which he doled out to the wife just as he liked. In a fishing community, she does the smoking, but the fish was his property to do as he pleased with it. Traditional customs gave sanctions of this bread winning job to the man and it was firmly entrenched in our cultural values Musgrave, (1979). Religiously, it was and still is seen as ordained by God as stated by Tekdek, (1994). In addition to the goods produced, the farm, the family house and the children were seen as essentially his. The occupational training especially that of boys for things like apprenticeship or schooling when western education was seen as solely the responsibility of the father Amaku, (1989).

Modernization over the years has changed most of these traditions. Women have become more accessible to western education in recent years than it used to be.

Concrete examples of such notable women agitators for women education in the country were Madam Tinubu, and Madam Kofo Abayomi. The crusade for women educational advancement has also been taken up by the National Council of Women Associations, various women professional bodies and international organizations such as UNICEF. This has made Nigerian Government lend its support towards the development of women education with a caption such as Aeducate them and you educate a Nation" (Obasanjo, 1972 and 1978). Government both at Federal and State levels also established schools for girls apart from co - educational schools.

Previous research work have shown that education is an important factor to employment both in terms of wages and job attributes (Gunderson, 1980; Shapiro and Mott, 1983). Education is a partial measure of the opportunity cost of non - participation in Labour Market.

Therefore, women who have invested relatively more in human capital are more likely to desire to use that investment (Schultz, 1961). Jobs that are available for better educated women have different or additional levels of attributes encouraging greater labour market participation rates (Shapiro and Mott, 1983).

1.2 STATEMENT OF THE PROBLEM

Wives employment as observed among families in Kwara State contribute to Marital discord and stress experienced by their husbands.

In the colonial era, in Nigeria and Kwara State, the family was largely a Seif-

Sufficient Unit. In this early period, People were largely agriculturists and the family was generally self-sufficient in terms of goods and services. Women were found to observe traditional roles like house cleaning, family cooking, child bearing and rearing etc. which are restricted to the home with the advent of Modernisation, urbanisation and industrialisation, however, the picture began to change, and the family found itself undergoing a series of functional structures. The large families of yester years have become much smaller in size with three or four children families now being the norm. Also as the economic function became divorced from home, wives began to seek for outside employment. Wives work because their incomes in addition to the husbands' earning is needed. The prospects of gainful employment is another justification for the education of women. Educated women have the advantage for gainful employment than the uneducated. This they generate additional income to augment what they get from their husbands. This ensures better living standards and good health.

It is against this background that this study examines the impact of the employment of wives on husbands traditional role in Kwara State Society with a view to identifying:-

(a) Specific areas of the husbands traditional role that is affected and
(b) Specific aspects of the husbands personal life that is affected.

1.3 MAJOR OBJECTIVES

To examine the effect of the employment of wives on specific area of the husbands traditional roles as well as his personal life.

OTHER MAJOR OBJECTIVES OF THE STUDY

1. To identify factors motivating housewives participation in work outside the house.
2. To examine the effects of selected demographic variables on husband's participation in household tasks.
3. To identify the effects that the wife's employment has on the husbands traditional roles.
4. To enumerate the opinion of husbands and wives concerning household tasks.
5. To identify the difficulties/problems posed to the husbands' traditional position as they perform the non - male traditional tasks in the society.

1.4 RESEARCH QUESTIONS

This study seeks to provide answers to the following research questions:

1. What factors motivate house wives to participate in labour market?
2. To what extent do selected demographic variables affect husband's in participation in household tasks?
3. What effect does the wife's employment have on the husband's traditional roles?
4. Does wife's performance of her traditional role cause the stress that the husband experience as a result of her employment?

1.5 HYPOTHESES

The hypothesis for this study is in the null form.

1. There is no significant relationship between husband's performance of his traditional roles and wife's motivation to take up a paid employment.
2. There is no significant relationship between husband's participation in household tasks and the wife's employment status.
3. Wife's employment has no significant effect on the husband's traditional roles.
4. There is no significant relationship between wife's performance of her traditional role in the house and the stress her husband experience because of her employment.

1.6 SIGNIFICANCE OF THE STUDY

This study is significant in many ways:

First, in creating an awareness in husbands, of the need for their wives to work, so as to raise the family income, support their husbands financially and increase their socio economic status.

Secondly, in creating an awareness in both husbands and wives of the need to embrace the challenges of the contemporary roles of husband s and wives as opposed to the existing traditional roles in the society.

Thirdly, in enabling enable the husbands of employed wives to get familiar with the problems associated with the contemporary roles in which they find

themselves so that solutions are provided to such problems.

Fourth, in creating awareness in the youth, young couples, immediate family extended family and the society in general the changing roles of men (husbands) and women (wives) as opposed to traditional roles.

Fifth, enable family life educators, researchers, practitioners and home economists to play an active and stable role in facilitating adaptations to changing women's role and eliminating sex role inequalities. This is because, to the knowledge of this researcher, much has not been written on the effects of wives employment on husbands traditional roles in Nigeria.

1.7 BASIC ASSUMPTIONS

This study assumes that:

1. Women's employment threatens husband's responsibilities in the family.
2. Women's employment affect husbands' and wives' traditional roles in the family.
3. The husbands of employed wives experience stress in the family.

1.8 DELIMITATION

This study is delimited to employed wives and employed husbands working in the formal sectors of the sixteen local government areas of Kwara State. E. g. Personnel, Health, Education and Account.

CHAPTER TWO

2.0 REVIEW OF RELATED LITERATURE

2.1 CONCEPTS OF TRADITIONAL ROLES OF HUSBANDS AND WIVES

Sex role perceptions and attitudes towards working women are influenced by the cultural norms of gender equality, which determine the position of women in society and their educational and economic status. In most societies cultural norms designed for women is mainly in their domestic and marital roles. If they work, they are regarded merely as secondary or supportive earners, it is the husbands who are accorded the "main provider" status.

Traditionally, beginning from the pre-industrial, agricultural society, the roles of husband and wives are spelt out to avoid conflicts in their performance. Fadipe (1978) stated that:

> It was the duty of the woman to do all the work connected with the household other than carrying out repairs to the walls and roof of their houses or huts (If no farm), to keep their houses clean and in a habitable state was one of the wife's tasks. The preparation and serving of food is one of the most exacting of her duties, involving the chopping of wood, the grinding of pepper and onions and other condiments for the soup, as well as the actual cooking. In none of these does the Yoruba husband consider lending a helping hand.

In Fadipe's explanation op. cit., the wife was free to follow her own trade independently of the husband and it was an obligation on the part of the husband to supply her with the means for doing this. Her earnings were her own property, although the husband was obliged to feed her and give her a separate room. She had, however, to provide herself with clothing. Since by far the greater proportion of the population were farmers, their wives who knew no other trade but farming formed a single productive unit with their husbands. The husband did the work of hoeing the field, making the heaps and sowing. The wife assisted in reaping in work such as husking and preparation of producer for the market. The husband also cut down the fruit of palm-oil and other by-product. The marketing of the products was (always) done by the wife, the husband paid a commission on the proceeds.

Ogunbowale (1977) and Fadipe (1978) gave the customary obligations of a husband by saying that:

Though a man not entitled to the earnings of his wife, was held responsible not only for protecting her against assaults and insults, but also for her debts The husband was held directly responsible for the care of his wife.

The overview of Fadipe's analysis of the roles of husband and wife is that the husband provided shelter supplied the food for the household and provide the money to run the household (economic role). This implies that he is the major provider in the house. While the wife's role was to cook for her husband and keep the house clean.

Religiously, both the Holy Bible and the Holy Quran spelt out the roles of husbands and wives as to be observed by Muslims and Christians. They are: The Holy Quran states that, the role of the husband normatively evolves around the principle that, it is his solemn duty to God to treat his wife with kindness, honour, and patience; to keep her honourably or free her from the marital bond honourably; and to cause her no harm or grief (Q 2:229-232; 4:19). The role of the wife is summarized in the Quranic statement that women have rights even as they have duties according to what is equitable; but men have a degree over them; God is All-Mighty, All-Wise (Q 2:228).

This degree usually interpreted by Muslims in conjunction with another passage which states, among other things, that men are protectors of women and managers of their affairs because God has made some excel over others and because men expend their means. Righteous women are therefore devoutly obedient and conscientiously what God would have them guard (Q 4:34).

This degree may be likened to what sociological parlance calls instrumental leadership" or authority in the household due to role differentiation on the basis of sex (Abdal 'Ati 1982). He further explain that, it is the husband's role to give maintenance to his wife, entails her incontestable right to lodging, clothing, food and general care; a source of compassion and security for his mate; a component of his general role is to bear the family financial responsibility in a generous, charitable way, so that his mate may be assured of security and hence perform her

"expressive" role devotedly.

The role of wife in the Holy Bible. The wife's chief duty is submission (Colossians 3:18)

Wives, submit yourselves unto your own husbands, as it is fit in the Lord. Kore (1995) explained further by stating that the wife should freely and willingly let her husband take the leadership role in the family. Though the man was given the place of leadership and authority from the original creation, there was nevertheless a cordial relationship between him and his wife (Gen 2:18, 22, 23, 3:6). While the Biblical chief role of the husband is to "love" his wife Ephesians (5:22-23). Kore (1995), explains this by saying that the divine love means powerful affinity, devotion and desire for its object, with genuine concern for the interests and needs of the one being loved. He went further by stating that, a considerate husband will relieve his wife from some domestic duties. For example, he will wash heavy clothes, iron, pound yams, lift and carry loads, he should bathe and dress children(Kore1995).

This is contrary to the traditional roles of husbands, all household tasks are (to be) performed by the wife. Positionally, the husband is the head of the wife as well as of the family (Kore 1995).

Kore in his study on comparison of cultural and scriptural roles of husband and wife, confirmed that, in almost all the cultures, domestic duties are exclusively within the domain of women. Any participation by men in this area may be viewed

as trespassing beyond their given cultural role (Kore1995). He went further to state that a man taking part in domestic duty is believed to be bringing shame to men at times such men are regarded as being controlled by their wives. Therefore, parents, relatives and friends could frown at or be against any husband wishing to help his wife. Also male children are not allowed to help their mothers perform household duties.

According to "nyakaoha(1991), culturally, the father as the head of the family controlled over all the family members' affairs and decision. He made policies for the family, set goals and establish standards. He provides the money needed for the up-keep of the family like provision for food, education and shelter. The father also maintains discipline and ensures that there is a healthy relationship among members of his family and finally serves as a model for his children. She went further to state that the mother is responsible for the bearing and rearing of children, as well as nurtures the child. The mother prepares and serves meal for the family, looks after the husband and the children, takes care of the house, participates in the buying of clothes for the family, contributes to the education of the children by meeting some of their educational needs and also serves as a model for her daughters.

The above identified roles are globally accepted. Hiller and Phillber, (1986); Nwoye, (1991); and Yusufari, (1996) also confirmed the husband as the sole bread winner for the home. He (husband) is duly recognised and firmly understood as the undisputed head of the family and the spouse on whose shoulders had rested all or

at least the major burdens of the more related expenses of the family. While the wife is regarded as the chief home maker of the family and the one whose major role expectation is to cook food for the family, clean the house, care for the children, and assist the husband in tending to his farms/profession.

Parsons and Bales (1956) in their study of family, socialization and interaction process suggest that husbands play instrumental roles which are oriented towards outside activities that enhance the family while wives play expressive or emotionally supportive roles. This model of role relationship might have been true when most married women remained outside the labour force. However, the wife with current or formal labour force experience brings to the wife role a different set of expectations and behaviours.

Wanda and Mell (1981) used 40 Caucasian pre-school children 3, 4 and 5 years old with both parents gainfully employed to investigate the pre-school child's conception of parental roles. The children were classified into socio-economic class and sex using their parent's occupation or self-employed as an owner of a small or medium sized business) and educational level of the fathers.

The three fixed 2-way analyses of variance used gave the following findings:

(a) A main effect of social class was found.

(b) The children from the professional class families perceived both parents as performing parental roles activities (companionship and care taking) where as the children from the non-professional class

families tended to perceive the role of activities as appropriate for only one parent.

(c) Sexes also differed significantly with boys more likely to perceive parental role activities as suitable for both parents.

There were no social class differences for traditional activities such as stories, pushing a swing and buying toys. Thus both classes of parents were perceived as less likely to share traditionally structured companionship activities.

The perception of parental roles is becoming more flexible, this was demonstrated among children of the professional class parents which shows that higher education affect child care and companionship activities. In the present study, educational level and salary grade level (income) will be used to examine their effect on participation of employed husbands and wives in their differing sex roles.

Hartman and Hartman (1983) used stratified simple random sampling of 242 males and 216 females (458 total). Latter day Saints (LDS) students of Utah State University to compare attitudes of male and female toward sex roles.

The findings were that high percentage (74.6%) of the respondents believed women's family roles should take priority, and that the economic roles outside the home would conflict with the fulfillment of women's roles at home. About 45% of the respondents agreed that "a woman's place is in the home", 34% thought that women should work only when it was necessary for the economic well being of the family

and 40% believed that when the mother works the family suffers.

The students of the latter-day saints (LDS) had more traditional attitudes than the non-LDS students. Comparing the rewards of familiar and non-familiar roles of women 63% of the students thought that women could receive as much or more satisfaction by staying at home than by working, and 50% agreed that society appreciates housewives as much or more than working women.

They also found that respondents from larger families are more traditional about women's role conflict; male respondents are more traditional, and respondents whose mothers had more education were less traditional. Students who spend more years in school have less traditional attitude regarding equality between the sexes. Coming from a family where the mother works was found to be associated with a more egalitarian attitude toward men and women. Similarly, Aida and Clifford (1983) examined the dimensions of sex-role attitudes by means of separate factor analyses for French College men and women. Their findings were that the structure of sex-role attitudes for French College men and women is relatively different. Men have a broader egalitarian perspective than women in terms of personality disposition and role sharing. Men perceive high similarity between the sexes in seeking positions of authority, in logic and intellectual ability.

However, men and women have similar opinion about sharing household duties and child care when wife is working. Overall, French women emphasize domestic equality. French women believe to a greater extent than French men that

a father and a mother should spend the same amount of time with children in the same way that a mother can, and that doll play for boys and girls is acceptable. French husbands are not socialized into participating in domestic duties - especially when the wife is at home.

The patriarchal tradition institutionalized in the French law, which makes the husband "chef de famille" - the source of all decision making and a power symbol does not emerge. This result may reflect the nature of the sample which may be a typical with respect to the rest of France (e.g it may be that educated college men are more likely to tolerate equality between the sexes).

Perhaps, sampling in the larger society, including a more heterogeneous population than a group may yield different results.

In the present study the degree of the influence of education on the husbands of the employed wives, participation in household tasks will be examined taking into consideration the heterogeneous population lacking in Aida and Clifford (1983).

Bharat (1995) in his study contrasted the attitudes and sex-role perceptions of working couples living in a city in India (comparatively more traditional region) with those living in the South-West region (comparatively less traditional). The couples were further divided into those with wives in professional jobs (career wives) and those with wives in non-professional jobs (non-career wives).

The findings were that working couples in India continued to be governed by the traditional values and norms of gender roles. No matter which part of the country

they come from, they failed to use their earner status as a resource to alter their image from one as home-makers to that as co-providers. Though they appreciate companionship roles and family roles for each other, they have yet to cover the full distance towards perceiving the co-provider role of the women equally important to her domestic, child caring and home making roles. This is consistent with Ramu (1987, 1989) who found that both husbands and wives in dual-earner families in India perceived men mainly in their provider role. The striking finding was that the employed wives, more than the non-employed, were the most conservative in their perception of husband's roles. The gender identity, rather than women's work status, was more important in determining their attitudes towards adult roles and marriage. Shukla (1988) reported that dual-earner couples experienced maximum satisfaction in performing their gender defined roles.

Hood (1983) on the other hand showed that while couples generally accepted the necessity and importance of women's economic contribution, very few of them were willing to relinquish the abstract ideal of men in provider roles. Because that such gender based perceptions help in maintaining the traditional division of household labour. This is supported by findings that indicate role overload, role stress and role conflict among working women (Epstein, (1971); Rapoport and Rapoport, (1982).

In the present study there search will examine the influence of wives' employment on the involvement of husbands and their wives in their differing sex roles.

2.2 FACTORS AFFECTING WOMEN PARTICIPATION IN LABOUR FORCE

Women participation in the labour force is being influenced by their educational attainment, previous professional training, economic dependency and other psychological gains derived from employment.

Weil (1961), attempted to identify the factors that are related to actual or planned participation of married American women with children in the labour force.

He identified specific factors which seemed to either inhibit or encourage women to enter the occupational sphere which are Educational background of the wife, specialized training received by the wives, attitudes of the husband toward the wife's actual or potential participation in the labour force, ages of children, wife's work experience before marriage. Other factors identified include availability of employment, debts of the family, the family's planning to purchase big items, husband's help with child carring, and with household chores.

He sampled 200 married women with children living in housing developments in a suburban town, Living stone, New-Jersey. The samples of working women were classified as professional, technical and managerial. One half of the respondents were either working or planning to work. 26 were employed part-time, 62 planned to work and 3 employed full-time and 89 who did not plan to enter the work force.

Using tetra choric correlation analysis, Weils finding confirmed certain of his hypotheses which he presented in order of importance thus:

A woman will perform or plan to perform in both the traditional and career

roles or the companionship and career roles;

1. When her husband's attitudes toward her outside employment is positive.
2. When she performed in an occupation before marriage which required high educational achievement or specialized training.
3. When the woman continued to work after marriage.
4. When the woman has achieved a high professional level or has had specialized training.
5. When her husband accepts an obligation for child care and household chores.
6. When her children are of school age.

A high percentage of the employed women especially those who were employed full-time, were found employed in occupations which were classified as professional, technical or managerial. All the respondents described their occupations as pleasant or very pleasant with exception of three women who indicated that they were working for financial reasons. Similarly the present study will examine those factors influencing wives participation in labour force in Kwara State using some of the factors identified by Weil (1961). Education has been found to be a partial measure of the opportunity cost of non-participation in the labour market. Schultz (1961) stated that women who have invested relatively more in human capital are more likely to desire to use that investment. Sandell and Shapiro (1977) studied two age cohorts of women surveyed at appropriately the same time. These

were white and black women of ages 14 to 24 and 30 to 44. They found that young women who did expect to be working at age 35 invested considerably more in their human capital (as measured by work experience and the rate of increase in their earnings) than those who did not. Gunderson (1980) and Shapiro (1983) in their studies showed that education is an important factor to employment both in terms of wages and job attributes.

Adeokun et al (1984) collected data from 114 female respondents and carried out survey of Nigerian Labour Market in life, they used employed women working within the university system. Seven percent of the employees had primary education; 3.5 percent had modern school education; 4.4 percent had teacher training ; 33.3 percent had university education; 21.9 percent had technical education while 7.0 percent did not indicate their educational status. In the Formal sector, out of a total number of 149 respondents, 2.7 percent had primary education, 3.4 percent had modern school education; 14.8 percent had secondary education; 42.3 percent had teacher training education; 24.8 percent had university education; 8.7 percent had technical education while 2.7 percent did not state their level of education. In the private sector, 22 percent of the respondents had primary education; 11.9 percent had modern school education; 5.1 percent had secondary education; 15.3 percent had teacher training; 6.8 percent had university education; 11.9 percent had technical education while 6.8 percent did not indicate their level of education. Adeokun et al (1984) found educational status to be generally directly correlated with

employment chances, especially in the formal sector, and lack of education can therefore be an important constraint.

Women also work because of the economic gain derived from outside work. Tomeh and Gallant (1983), in their study of dimensions of sex-role attitudes, by means of separate factor analysis for French College men and women, in France found that women hold jobs to meet basic financial needs, and to share with men the financial care of their families. French women were also found to be working because work enables them to make use of their abilities to pursue their fields of specialization, to be with others who have similar interests, and to have a life of their own. The women believed that housework provides inadequate opportunities for the expression of intellectual interests or for challenge of talents. Equally the present study is designed to evaluate the above mentioned factors in Nigeria.

Ayanda (1988) in her study of economic contribution to family income by married women in Ilorin, maintained that over 70 percent of her respondents are employed in the formal sector, 4 percent doctors; 6 percent nurses; 12 percent administrators; 57 percent teachers; 11 percent secretaries; while others are self-employed. She found out that the working capacity of women gave them the opportunity to maintain themselves and to contribute towards the family needs.

Coulson (1994) sampled 723 household in which female baby boomer born between 1946 and 1961 are employed either part or full-time in America, to determine the socio-economic factors predicting female baby boomer labour force

participation. And how the socio-economic factors influenced earned income. He gave the short history of the baby boom generations as those individuals born in the United States during the high birth rate years following World War II, 1946 through 1964. Baby boomers were said to grow up during relatively good economic times, while experiencing some of the direct effects of civil rights movement, the Vietnam war and its ends, the resignation of a president, and the move toward equality for women. The women of this generation are said to be well educated and many have made major human capital investment that they choose to use through labour market employment. The relatively static economic times during early childhood was said to have forced many of their families to rely on a second wage earner, generally the wife to augment the husband's salary.

Coulson found education to be positively correlated with female labour market participation. This is in agreement with Schultz (1961) , Gunderson (1980) and Shapiro and Mott (1983). The multiple regression analysis conducted, indicated that female baby boomers with higher levels of education have greater earnings in the labour market. The impact of another source of household income on both employment and income was suggested to mean that many female baby boomers are working out of economic necessity.

Burke and Weir (1976) studied the relationship of wives' employment status to husband, wife and pair satisfaction and performance. They used sample of one hundred and eighty nine (189) husband and wife pairs out of which fifty three (53)

of the wives (28 percent) were employed full or part-time, making it possible to determine the effects of wives' employment status on individual and pair measures of satisfaction and performance.

In their discussion, they stated that wives who enter the world of work appear to be expanding into roles that have more positive value for them. Such women see employment as providing opportunities for accomplishment and creativity of the kind not possible in the home; for feeling useful and competent with respect to the larger social Milieu. Thus, it appears that wives who choose to work are actualizing some of their personal preferences of personal growth and fulfilment. They went further to say that, although working women are entering what is essentially viewed as the man's realm, they are moving into an area of operations more highly regarded in our society. In taking this step, Burke and Weir suggested that women may well feel they are upgrading their status in relation to the existing cultural values and in so doing increase their self esteem.

2.3 Influence of Economic Resources on Employed Husbands and Wives

The economic resources of the family to a large extent determines its financial status in the community. This is also true of the individual that constitute the family especially the spouses. Relationships between the spouses are influenced by the financial status of both, for example, in the power play as regards decision making respect for divergent views and opinions and other interpersonal

relationships.

The economic resources of the family, however, are influenced by such factors like educational standard, culture, types of occupation, family size and other parameters.

Resource theory stated that power in a relationship rests on the ability to control important resources (Blood and Wolf, 1960). Power is defined as a potentiality (Huston, 1983). Economic power as a concept needed to incorporate both the actual economic reward of income as well as the marital partners' as economic providers (Kathleen et al, 1995).

Blood and Wolfe, (1960's) study on women and work made used of concept of resources theory to examine family and marital patterns among working couples. The resource theory specifies education, income and occupation as resources in bargaining for power within the marital relationship. They found out the partner who possesses a greater level of these resources enjoys greater power and control.

They suggested that the prevailing cultural norms of gender equality and attitude towards women and the resources available (in terms of educational, occupational, income status) together influence people's attitudes and sex-role perceptions. This implies that people belonging to a more liberal culture with regard to women's position and those at high professional, income and educational levels will hold more positive attitudes towards women in paid job and hold less traditional sex-role perceptions.

Richardson (1979) has critically examined the theoretical roots of the hypothesis of marital troubles in dual-work families with wives superior in occupational prestige to their husbands. Exactly He hypothesized that marital stress and dissatisfaction would be attendant if working wives were to be higher in occupational prestige than their husbands. 1,533 samples of 843 females and 691 males of population of "dual-work" families were used. Occupational status was measured with National Opinion Research Center's (NORC) occupational prestige scores which were recorded into low, medium and high with 0.29 as low, 30-49 as medium and 50-89 as high. Given the limitation of "dual-work" families only respondents working full-time, part-time or with a job but not at work because of temporary illness, vacation or strike at the time of the survey were included in the analysis.

The analysis was conducted with three relative levels of occupational prestige: wives higher, equal to or lower in occupational prestige than husbands. He found out that 795 cases (51.8 percent) of where wives are equal in occupational prestige, 434 (28.3 percent) cases of wives were lower in occupational prestige than their husbands, and 304 (19.8 percent) cases of wives were higher in occupational prestige than husbands.

In the present study, the influence of wives' economic gain resulting from employment on the husband will be considered. Working wives and husbands will be used as paired couple due to difficulty of getting couples working in the same

place in Nigeria.

Richardson's (1979) findings were that women continuous in their labour force participation (and thus women who have presumably experienced a rise in personal income and/or career promotion) translate these job related gains into increased marital happiness. There appears to be no evidence for increased "market capacity" to engender increased marital dissatisfaction.

The study offers no support for the presumption of marital troubles arising in dual-career families in which wives are equal to or higher in occupational prestige than their husbands. There was a proposition suggesting marital troubles that arise under conditions of wife occupational superiority may be congruent with more widely held sex-role orientations which anticipate the occupancy of superior status positions by males.

The fact that the presumption of marital dissatisfaction under the condition of wife occupational superiority has never been accompanied by empirical evidence suggests that this hypothesis has been proposed largely as a logical extension of the larger functionalist theoretical framework.

Ayanda (1988) used convenience sample of 120 employed women to investigate the various ways employed wives in Ilorin contribute financially to family living. The category of employed women used are 60 teachers, 30 administrators, 15 doctors and nurses and 15 market women and shop owners. The sample size of this survey was small when compared with population of married women in Ilorin (a

city). There was no evidence of the use of principle of randomization, also the survey was only limited to Ilorin indicating that the result can not be generalized on the people of the entire state. The present study has employed a larger sample and used a more representative sampling technique to cover all the local government area of Kwara State.

Ayanda used questionnaires, and frequencies and percentage to analyze her data. She found out that most women engaged themselves in different kinds of economic activities apart from their domestic chores. From the table analysis, there were 4 percent doctors; 6 percent nurses; 12 percent administrator; 57 percent teachers 11 percent secretaries; 4 percent petty traders and 6 percent market/shop owners. This implies that 70 percent of her respondents are employed in the formal sector. Her respondents covered both wives employed in formal sector and informal sector.

The present study used employed wives in formal sector only to investigate the reason why women partake in the labour force and areas where they assume non-traditional female role tasks as a result of employment.

The working capacity of the women was said to have given the women in Ayanda's study the opportunity to maintain themselves and to contribute towards the family needs. The result of her study showed that out of 57 percent teachers, 9 percent paid for their house rent, 38 percent of the respondents indicated that their husbands do pay the rent while 10 percent share the payment with their husbands.

Where the spouses are separated, the women take over the responsibilities of paying the house rent.

Out of 4 percent of the women doctors sampled, 2 percent cloth their children solely while the remaining 2 percent do it jointly with their husbands. Mothers were found to contribute more than fathers because they seem to have more concern for their children. The children's school fees were found to be paid jointly by both parents. However, 55 percent of the women seem to contribute to children education by providing snacks for the children to take to school, school uniforms and stationeries. About 24 percent of women on grade level 06-07 were responsible for the provision of soup ingredients, most women share the responsibility of the bulky food stuff with their husbands.

Generally, there was an indication that women with better employment opportunities make a very fair contribution to family income. The result of the study also showed that some women whose husbands are having two homes have to shoulder their own financial burdens themselves, with little help from the husband. She suggested that parents should join hands to maintain their family due to the economic situation and rise in the standard of living in Nigeria.

About the same time, Nege (1988) used designed questionnaire to study the pattern of decision making on choice and purchase of food, clothing, housing, performance of household tasks and use of leisure time. She discovered that among the Tiv families living in Gboko, the wives provided for the feeding of the family and

not the husband as one would have expected. The highly educated families, both husbands and wives contributed to buying clothing items for all family members. The result also showed that the level of education, the length of marriage are related with how the families spent their leisure time. The higher the education, the more they spent leisure time in reading books, watch television programmes, video and playing cards and other games. The families with little or no education spent their leisure time in telling stories, weaving and hunting of animals.

Nicolas-Clark and Gray-Little (1991) random sampled houses of 75 couples (150 spouses) from an urban community having 50 percent black to examine the relationship between socio-economic variables and three important aspects of the marital relationship - global marital satisfaction, perceived reciprocity, and evaluation of the spouse's role performance among black couples. They objectively measured income, education and occupation for socio-economic variables with other factors. The additional variables, considered are the number of children and concerns about parenting; job satisfaction ; traditional versus egalitarian views of spousal roles; and the individual's sense of personal development as a result of marriage. The major limitation of their study was small sample size. The present study has employed a larger sample to study the influence of economic independent of employed wives on husbands traditional roles.

Nicolas-Clark et al (1991) study revealed that the strongest overall economic predictor of marital quality was perceived economic adequacy. On the whole

spouses who rated their economic resources as adequate were more satisfied, they experienced their marriage as more reciprocal; and they had higher regard for their spouses' role performance. The couple's actual income was predictive only of man's evaluation of their spouses. The pattern of result for husbands and wives suggests that the over all relationship of economic variables to marital quality is comparable for men and women. There was a significant interaction of children and status; having more children was predictive of lowered marital satisfaction among low-income men but not among men with higher incomes. The number of children, however, was not predictive of wives marital satisfaction.

Reciprocity was best predicted by perceived economic adequacy, job satisfaction by status, and personal development for husbands. Among lower status men there was a distinct positive relationship. Distributions of household and family tasks may be an important contributor to women's experience of reciprocity.

Wives' evaluation of their husbands were best predicted by a model in which perceived economic adequacy and personal development were the most important followed by job satisfaction and fewer children. (Nicolas-Clark et al 1991)

The parenting role is also important to husband's satisfaction; men are more satisfied with their marriages and their spouses when they have fewer children. A large number of children cause increased economic liability consume more time and energy, and may interfere with the couple's companionship, but apparently these effects occur primarily in the context of low income for blacks. Lower-economic

status seems to engender a state of vulnerability that also renders the marriage a more susceptible to other stressors. The result of Nicolas-Clark et al research showed a positive relationship between resources and marital success.

In the present study the effect of the economic status of employed wives and stress on their husbands will be examined.

Kathleen, et al, (1995) used 64 volunteered married couples (128 individuals) who had been married for an average of 11 years with a wide range of family life-cycle stages represented. Some couples had no children, others had young children and still others had grown up children who were no longer living in their homes - 73 percent of their sample had children living in their home. The sample was used to examine economic resources, influence and stress among married couples. This they did by examining the decision-making process which focuses on the educational and income disparity between marital partners.

Influence strategies were measured using Spiro's (1983) 27 item scale. The Likert-type scale contains items addressing direct and indirect influence strategies. An example of item reflecting a direct influence strategy behaviour would be, Al tried to bribe by spouse into agreeing with me by offering to give her/him something I know she/he liked". While an example of an item reflecting an indirect influence strategy behaviour would be, Al used the silent treatment". Possible responses ranged from not at all to very much.

Their study showed that the unconventional pattern of income disparity is

correlated with influence and stress of wives, while the conventional pattern of education disparity is correlated with stress for husbands. The association between wives stress was hypothesized. Wives in this pattern may feel uncomfortable earning more income than their husbands and as a result, experience more stress.

Brines (1993) found that the more money women earned, the more housework they did. When women earn more money than their husbands, a deviation from the provider role of men. As a result women could be madly compensating for such a deviation by doing the types of feminine work expected of them when viewing roles through a traditional lens. In the study of Kathleen et al (1995) this could be the case because 82 percent of the wives in the unconventional pattern of income disparity worked more than 20 hours a week, they may have experienced increasing demands, both internal and external, which can induce stress. A second explanation given by Kathleen could surround the dyadic power structure relationships (Scanzonic, 1982). The husband could be "punishing" his wife for earning more money than he does.

Kathleen et al also discovered that wives earning more income relative to their husbands used direct influence strategies more frequently; they may feel they have a right to be more direct in their attempts to influence their spouse.

Wives with a more traditional ideology were found to use direct influence strategies more. This was unexpected in that research showed that wives tend to use indirect strategies to influence their spouses (Kouster, 1989; Hawkins and

Robert 1992). A possible explanation could be the nature of the sample, coupled with the data in Kathleen study.

When individual income was compared to relative income, Kathleen et al discovered that if wives earn higher incomes, generally they perceive themselves as having more general influence; but if their income is lower relative to their husbands' (regardless of how high it is), they have less general influence. These support resource theory from the wives' perspective.

The possible suggestion given by them was that women in the conventional income disparity group assume that they do not have a right to influence such decisions when they do not contribute as much economically to their marriage as do their husbands. This is in agreement with Perry-Jenkins and Folk (1994) findings.

Kathleen et al (1995) illustrated relative economic contribution between marital partners by way of example with two couples. In the first couple, the husband makes $35,000 and his wife does not work for pay outside of the home, and in the second couple, the husband makes $35,000 and his wife makes $50,000. The husband in the first couple, if resource theory holds true, may experience more power in the decision-making process in comparison to both his wife and the second husband. In the latter situation the husband conceivably would share the power in the decision-making process with his wife.

The findings of Kathleen et al (1995) may only be generalized to couples, and not just individuals. Men or women, husbands or wives, but actual married couples.

2.4 Division of Household Labour in the Family

Division of household labour in the family can be viewed by the degree to which decisions conform with established norms about behaviour in a family; the limited availability of time of the employed wife, interest and availability of spouses, social class, education and family life cycle. They are all factors, that can influence division of household labour.

In their own study, Wheeler and Arvey (1981) randomly selected 68 households from 58 census blocks of a large south-eastern city of United States. The blocks were divided into high, medium and low-income levels. Majority of their sample (34 wives) were full-time home makers, 28 wives who were employed full-time and 6 part-time.

The sample size of this survey was small and not all wives are employed. The households in Nigeria are not classified into socio-economic status; In the present study, salary grade levels were used to classify sampled husbands and wives into economic classes, to assess level of husbands participation in non-male traditional roles. Also a larger sample, cutting across all formal sector of Kwara State was used.

Wheeler et al (1981) identified factors from normative interaction, resource theory, and family development theory as related to female, shared, and male household task responsibilities of wives and husbands.

For Normative interactions

No significant relationships were found between the wives' attitudes toward women and responsibility for female, shared, or male tasks. A positive correlation was found between liberal attitudes of husbands and responsibility for female tasks. Husbands of wives with liberal attitudes tended to say that they assumed responsibility for female tasks. Wives of husbands with liberal attitudes said that they assume responsibility for particular tasks through interaction between spouses on the basis of attitudes of the other spouse.

It is interesting to note that, husbands' assumption for more responsibility for female tasks was found not to correspond to a decrease in wives' responsibility for female tasks, even though wife's and husband's responses were significantly correlated. They suggested, that these findings could reflect real differences in tasks responsibility or in perceptions. An individual's attitudes could influence his or her perceptions.

Liberal individuals may perceive that they are doing more non-traditional activities because those activities are acceptable to their behaviour patterns. Larson (1974) noted that sex-role orientation may influence perceptual differences between wives and husbands.

Wheeler et al's finding based on resource theory stated that employed wives reported that they were assuming reduced responsibility for female tasks. This was according to them accompanied by husbands assumption of more responsibility for these female tasks. Thus it appears that working wives did less by reducing their

own standards of that they had outside help and/or had their children assume the responsibility for these tasks. The latter appears unlikely because only 6 of the 68 families had maids. These findings were consistent with Walker and Woods (1976) in their time study who had found that children assumed few additional responsibilities when mothers were employed. Hall and Hall (1979) stated that two-career couples needed to change their expectations about what housework will get done and who will do what housework in order to manage a home and two careers.

In Wheeler et al's study, additional resources, liking of tasks, family income, social class, and education have been related to household tasks. Liking of household tasks was highly related to assumption of responsibility. Liking of home making tasks was along traditional lines except for shared tasks. It appeared that wives and husbands took responsibility for tasks that they enjoyed. These findings are supported by Wilkening and Bharadwaj (1967) who suggested that responsibility for family tasks follows the interest of spouses rather than traditional role expectations. The question now is that, is competency related to liking of tasks? Or does educational training in household tasks contribute to liking of tasks?

Sullivan (1996), investigated into men's and women's levels of enjoyment of domestic activities. He found no evidence that women enjoy domestic work more than men. If anything women are generally left with the least enjoyable tasks (e.g. cleaning, clothes care and food preparation while men tend to participate primarily in the more enjoyable activities (for example, some forms of child care). While there

was evidence that women enjoyed domestic tasks undertaken simultaneously with their partners (i.e. when their partners were doing the same thing) more than men do. This he said may have been due to the fact that men tended only to participate in the most enjoyable tasks than women were grateful for the assistance provided by their husbands. This suggests an additional explanation for women's relative satisfaction with the domestic division of labour.

The husband educational level was found by Wheeler et al to be related to assumption of non-traditional household tasks. This is in partial agreement with previous researcher (Blood and Wolfe, 1960; Centers et al 1971; Nye 1976; and Nickolas and Metzen, 1978). The educational level of both spouses was related to non-traditional task responsibility of the other spouse.

On family development theory, it was found that the age of the husband and number of years married were related to increased responsibility for traditional household tasks. These findings are some what consistent with those tasks with age of spouse (Blood and Wolfe, 1960; and Centers et al, 1971, and length of Marriage (Nock, 1979).

The possible reasons for the significant findings could be changes in society, individual, raised in today's society could be more liberal than individuals raised in the past. Similarly the present study seeks to investigate into the relationship between in the age of husband, duration of marriage, level of education, and the extent at which degree of husbands' of employed wives' participate in contemporary

roles among families in Kwara State.

Wheeler and Arvey (1981) and Model (1981) concluded that while employed wives tend to reduce their responsibility for household tasks, there is little or no change in the responsibility of the husband. Whether the wife is employed full-time or part-time has been found to make a difference in husband's likelihood of sharing housework". If the wife is employed part-time, she is less likely to share housework with her husband than if she has a full-time job.

To buttress Wheeler's point that educational level of both spouses was related to non-traditional task performance, Tor, Saror, Babatunde and Faseyi (1982) carried out a research on decision-making patterns of family in 10 states of Nigeria, they discovered among other findings that only the highly educated husbands took part in performing some household tasks. The study indicated that the tasks performed by such husbands, decreased with increase in age, therefore the younger the husband, the more work he performs. Age was concluded to be a factor that determined the amount of task performed by the husbands.

They also discovered that traditional husbands did not participate in any household task, such husbands allowed the children to take part but as the boys grow older they were not allowed to take part in food preparation, rather, they performed the male roles in the family. The major problem faced by Tor et al, is that respondents only in 10 states out of the then 19 states returned their questionnaires. It was so inadequate to use the result of their findings for the purpose of

generalization for the whole country.

The present study guided against such problem by distributing and administering the questionnaires personally to examine the role assumed by the employed wives and their husbands in the family.

Abdel-Ghany and Nickols (1983) studied the differences in household work time between husbands and wives. They compare family time use of 10 states in United States of America. Sample of 210 families equally divided between rural and urban residence in each of the state with the exception of Louisiana and North Carolina where the sample were 105 urban families and 105 rural families respectively. Both husbands and wives in the sampled families are in labour force.

Using multiple regression analyses, it was revealed that minutes of paid work for both husband and wives were negatively related to minutes in housework. Husbands as well as wives, reduced time spent in housework by about 21 minutes for each additional hour of paid work. For wives, age and education were significantly related to time spent in housework, while wage rate was not. The extent to which variance in housework time may be due to sex role stereotypes that prescribe housework as "women's work" as opposed to differences in the four socio-economic characteristics of husbands and wives was explored. The Table below was prepared to show the net effect of replacing husband's variable means (H) with wife's variable means (W) give husband's wife's coefficients.

Table 1: **Net Effect on Minutes of Housework of Husband/Wife Exchange for each Characteristic**

Independent Variables	bH (W - H)	bW (H - W)
Wage rate	.02	-.02
Minutes of paid work	66.67	-65.10
Age	.25	4.20
Education	.09	2.11
TOTAL	**67.03**	**-63.03**

Sources: Abdel - Ghany & Nickols (1983) Journal of Home Economics Research Vol. 12 No 2: 165.

When husband's coefficients (bH) were multiplied by (W -H), the column sum was 67.03 a result indicating that replacing H by W in the husband's equation increased in the number of minutes spent in housework by the husband by 67.03 minutes daily. When wives were given the husband's factors, the net change in the minutes spent in housework by the wives was -63.03. Therefore if the husband had the wife's characteristics, he would spend more time in housework; while the wife would spend less time in housework if she had the husband's characteristics. They concluded that only part of the differential in minutes spent in housework by husband and wives was due to the differences in the studied socio-economic factors.

The analysis suggests that if the husband had the socio-economic characteristics of the wife, he would increase his contribution to housework by over

one hour per day. This effect is attributed to time in paid work.

Baxter (1993) found that women who spend longer hours in paid employment are more likely to be dissatisfied with the way domestic labour is organised than women whose paid employment is less, because they have less time to devote to domestic labour. Women who work longer for pay spend more time on paid and unpaid work in total than women who are in part-time employment or no paid employment.

The characteristics of Abdel-Ghany and Nickols (1983) study sample predicted the result obtained. Husbands were somewhat better educated than wives with 19.5 percent of husbands having graduated from College and 13.5 percent having earned an advanced degree, compared to 16.6 percent of wives with bachelors degrees and 8 percent with advanced degrees. Slightly over 40 percent of the wives were high school graduates where as 33.5 percent of husbands were in this educational category. About 10 percent of the husbands, compared to 6.7 percent of the wives, had less than a high school education.

The educational status of wives is lower than that of husbands, in a situation where wives educational status is higher than that of the husbands, the findings may differ.

In the present study, all wives and husbands in different educational level are employed in order to find out the effect on husbands traditional roles.

About 3 years later Bryant (1996), semi randomly sampled of white married,

middle class women of rural and urban America. Those of the mid 1920s and the late 1960s were used to re-estimate the time married women in the 1920s and the late 1960s spent in household work. Revised estimates showed that the household work day of married women fell from 7.35 hours per day to 6.31 hours in 1967 - 1968, a decline of 14 percent. The household work day of full-time housewives fell by 7.5 percent to about 6.84 hours per day, whereas that of employed married women fell to 5.13 hours per day. The decline was observed more in the area of household work, food preparation and clean up where as the time devoted to marketing and management rose.

Other reasons given for the observed decline are implication, women participation in labour force, education, falling family size, increased urbanization, rising affluence, institutional and technical changes.

Her study further showed that married women were found to spend much more time in the labour market in the 1960s than they did in the 1920s. They also, spent more time in family care activities per child investing in the welfare and human capital for their children.

Baxter (1993) found that distribution of economic resources between husbands and wives is a significant determinant of domestic division of labour. As women's economic resources increase in comparison to their husbands', women spend less time on domestic labour and men spend more time on domestic labour. This finding suggests that these resources give women greater power to influence

the allocation of labour within households.

Gender role ideology has also been found by Baxter (1993) to be a powerful determinant of the division of household labour with more egalitarian attitudes being associated with more egalitarian divisions of labour. This finding implies that attitudes about appropriate gender roles will also be a significant predictor of levels of satisfaction with domestic labour. Women who see child care and housework as an essential part of being "good" wives and mothers are more likely to be satisfied with unequal divisions of household labour than women who reject traditional gender role ideology since the traditional view of gender role responsibilities implies and legitimates an unequal division of domestic labour.

Baxter and Western (1998) conducted another study on men's and women's levels of satisfaction with the division of child care and division of housework in the household. The analysis was based on 2,780 men and women in Australia, 27 percent of the women were employed outside for more than 35 hours a week, 37 percent were employed between 1 and 35 hours a week and the remainder were full-time home workers. The sample used are married or currently living with a partner (cohabiting women) and aged between 18 and 65 years. For child care patterns, the sample was further restricted to men and women with children under the age of 10 years living in the household.

Their findings showed that women spend far longer hours on domestic labour than men on average, married men were found to do about 16 hours of housework

per week while married women do about 43 hours. Men also do less than half the child care than women. Second, there was a clear gender division of labour in housework tasks in which women are responsible for most indoor task, for example, cooking, cleaning, washing and ironing, while men take major responsibility for outdoor tasks like lawn mowing and home maintenance and improvements.

Women with more traditional attitudes tend to be more satisfied with the domestic division of labour than women with more liberal gender role attitudes. About 40 percent of women were reported to be very satisfied with the division of child care and about 45 percent were very satisfied with division of housework. Only about 14 percent of women reported dissatisfaction with the way they and their partners organise house work or child care.

More educated women are found to be less satisfied with their domestic labour than less educated women. The older women sampled are more satisfied with housework arrangements than younger women. They suggested that for most women satisfaction with the way household work is organised does not largely depend on any egalitarian domestic division of labour understood as an equal sharing of item on household work. For most women it seems that the benchmark against which men and women contribute equally to domestic labour (and against which almost all households fall short), is a pragmatic assessment of reality in which men do, much less and where there is a pronounced gender division of labour. This pragmatic assessment theory is against the yardstick of a highly traditional gendered

division of domestic labour.

2.5 WIFE'S EMPLOYMENT AND MARITAL STABILITY:

There are different kinds of effects of wives' paid employment on marital stability; one school of thought holds that there is something inherent in the employment of married women that serves to distabilize the marriage, for example, upsetting traditional marriage norms or decreasing the husband's marital satisfaction. Another line of reasoning argued that the employment of married women and the expectation of continuing employment outside the marriage serves to make divorce more attractive especially for those couples for whom conflict already exists. While the so called "absence effect" argues that employment outside the home takes the wife away from traditional home making responsibilities with possible effects of increasing stress and conflict within the marriage.

Burke and Weir (1976) in their study of a relationship of wives' employment status husband (wife and pair satisfaction and performance) examined such things as their satisfaction with life, marriage and job; mental and physical well-being; and communication with their spouses. Based on their findings, they offered some reasons for the greater stress of the husbands in their adjustment to the two-career family situation. They found that it appears that attempts to integrate work with one's life are associated with an intensification of worries and concerns for women. They found that husbands of working wives when compared with husbands of housewives

were in poorer health and less content with marriage, work and life in general. They gave the implication of this to mean that men whose wives work are subjected to greater stress than those wives are not working and they appear to be having more difficulty coping effectively with this pattern of family living.

They explained that when a wife commits herself to work outside the home, the husband loses part of his active support system. The time and energy a wife can give to the emotional, social and physical needs of her husband are in shorter supply (Orden and Bradburn, 1969; Burke and Weir, 1974). The satisfaction and comforts that husbands come to expect when the wife functions as a full-time house wife are inevitably interfered with as the wife juggles her work and home responsibility. In addition, they stated that the husband finds himself undertaking more of what was once considered the wife's work in the home while continuing to perform whatever tasks were traditionally his in the household (Blood, 1963). They went further to say that matters are compounded when the husband accept and/or encourage his wife's employment and increase his participation in the work of home, home making, he is in effect put in the position of playing a supportive role to his wife's ambitions and personal goals. His central position in the family is eroded, and with it his former dominance and power (Blood and Wolf 1960). The picture that emerges as suggested by Burke and Weir (1976) is that the husband experiences a reduction in important services, an increase in his burden of responsibilities and a loss of his special status in the family. The working wife on the other hand, receive more help

from the husband in the household and increases her power in important areas of decision making (finances, holidays, children) in the family. Thus, the husband has to deal with a diminished sense of self-worth in his dual-role relations with family, whereas, the wife's sense of self-worth is likely to be enhanced.

In a society where a man's prestige and success is linked to his ability to function in the intellectual, business or industrial worlds, he is clearly expanding into activities which have lower status (Holmstrous 1972). Thus, while the working wife is making her roles more compatible with her self-image, the husband may experience a serious discrepancy between his self-image and his actual roles. While the wife may be fulfilling roles which are valued by society and therefore raise her self-esteem, the husband may feel his self-esteem threatened.

Another source of difficulties for husband dual-career family suggested by Burke and Weir may be their relative lack of preparedness for crossing traditional sex roles. They further explained that in the cause of their education and socialization, women are exposed to skills and behaviours which are applicable to work situations outside the home. Many of them, have held part-time job in their youth or have worked prior to their marriage, and they have an understanding of role functions in the working place. Men, however, generally find their options more restricted at an early age, they are educated and socialized to fulfil an instrumental function in our society and little attention is given to developing skills and attitudes relevant to child bearing, homemaking or filling emotional supportive roles. When

they expand their roles in directions which are not generally stereo-typed as male, they may face considerably more conflict and confusion than the woman who crosses the sex boundaries.

Booth (1977) in replicating and refuting Burk – Weir's study on employment and husbands stress, used a stratified probability sample of 856 persons of Toronto families. Their study revealed that women who have just begun to work full-time and house wives with prior labour force experience showed many more signs of stress than wives in the other categories. This was interpreted to mean that the transition between employed and unemployed roles produces some stress for the female. While the husbands whose wives are employed were found to enjoy a happier marriage and are under less stress than men who are married to full-time housewives.

The present study, used a smaller sample size to assess wives' employment and stress imposed on their husbands as a result of their employment.

Ewer, Criminis and Oliver (1979) in their work found out that during the early years of marriage, wives patterns of working are more consistently affected by family circumstances than vice versa. Wives leave employment in response to increases in husband's income and in response to the birth of children. They return to work in response to their children reaching the age of 2 to 4 years.

Bowen and Orthner (1983) used a stratified randomly selected sample of 331 Military Couples (622 spouses) in 9 United States and 7 Europeans bases to

examine the congruency of sex-role attitudes of husbands and wives and assessed how these attitudes are related to the quality of the couple's relationship.

The one-way analysis of variance (ANOVA) comparing 4 marital types (MM, MT, TM, TT) on their total marital quality score means revealed that the sex-role attitude congruency of husbands and wives is related to the level of marital quality perceived in the marriage. Marital quality was defined as a joint reality rather than individual's adjustment to marriage. The marriages found to have the lowest evaluation of marital quality were those with traditional husband and a modern wife. It was suggested that the greater difficulty that Traditional Modern (TM) couples experience in the marital relationship is probably the result of the pressures from wives to change the role expectations of their traditional husbands and a reluctance on the part of men to change. This is likely to lead to irreconcilable differences over the basic rules of the relationship, increasing the probability that these marriages will be defined as inequitable.

They found no difference between modern/traditional marriages and those where spouses have congruent sex-role attitudes in their level of marital quality, although this was not expected by them. They suggested that the couples may have incongruent sex-role attitudes, the attitudes are nonetheless, compatible. The non-traditional men were found to honor the rights of the wife to pursue independent interests and realize their joint responsibility for household task.

On the other hand, women in these marriages see their interests as

subordinate to the interests of the family, the husband in particular, they probably would find it equally reinforcing to know that they could pursue careers and receive help at home if they so desired.

About the same time Philliber and Hiller (1983) used the older cohort of women in the National Longitudinal survey to analyze whether the relative attainment of spouses at one point in time are associated with divorce, leaving the labour force, moving to a lower status job and/or moving to a traditional job - one sex typed female at a later time.

They found the importance of wife's employment in a non-traditional job as a predictor of change. Women in non-traditional jobs were more likely to become divorced, to leave the labour force, or move a lower status position, than were women in traditional positions. They gave the interpretation to mean that women in non-traditional jobs are probably subjected to pressure from employers and peers, which do not affect women in traditional jobs, however, many of these women end up in divorce. Given the increased likelihood of divorce, it is also possible that wife's employment in a position traditionally occupied by men creates tension between her and her husband, which results in one of the work-related changes. Her employment in a non-traditional position may violate role expectations, threaten gender identities, cause status comparisons to be made, and/or result in increased competition between her and her husband.

When relative status of spouses was examined, Philliber et al's study found

out that problems do occur in marriages when the wife's attainments are higher than her husband's.

It was also discovered that if both spouses are career-oriented, tension may be inevitable even though both appear to be equals. Many of these marriages end in divorce.

Adeokun et al (1984) in their survey of Nigerian Labour Market carried out in Ife. They found out that the male respondents complained that the employment of wives may involve the husbands taking up separate domicile in another settlement, or the trouble of having to travel to and from their place of work. Other complaints given by the men were that the home was neglected by the wives, children were not cared for, meals were irregular in the house, and the shortage of house help complicated matters further. Among females, the main complaint was that the employed husband generated extra demand for domestic services in terms of cooking and laundering of clothes.

In another study by Booth, Johnson and Edward (1984), 2,034 married persons were used to examine the effect of wives' outside employment on marital instability. A recursive structural equation model was used to test the extent to which the observed positive relationship between wife's employment and marital instability is mediated by wife's income, family income, family division of labour, spousal interaction, marital disagreement, and marital satisfaction.

They found that if wife's employment or job entails working for more than 40

hours per week, it increase marital instability. Changes in wife's employment status also found to contribute to marital instability. Secondly, the process by which the marriages stability is eroded entails the wife's income along with some combination of spousal disagreement and low marital satisfaction. The wife's entering the labour force almost always leads to reoganisation of the family in ways which most men and women are not accustomed.

Analysing the effects hours employed separately for marriages varying in categories of children present, family income, and husbands attitude toward his wife's employment. Spitzes and South (1985) found the effects strongest for childless women and women with preschoolers, for women in medium and high income employment.

Edward et al (1992) used face-to-face interviews on sample of 2,017 households in Thailand to provide further evidence on the wife's employment-instability linkage, examining the direct and indirect effects employment may have.

They found out that employment and the number of hours worked by wives both have a significant effect on marital instability among working class families in Bangkok, Thailand. Their findings showed that, marital disagreements, marital problems, the lack of good relations, and wife abuse all contribute to the degree of instability experienced.

Gender role attitudes is another factor observed to affect marital quality, Vannoy and Philliber (1992) found that gender role attitudes interacted with wives'

employment characteristics in terms of their effect on perceived marital quality.

Greenstein (1995) in his research work studies the process through which gender ideology moderates the effects of wives' employment on marital stability. He proposed a model that gender ideology functions as a lens through which inequalities in the division of household labour are viewed. Non-traditional women are hypothesized to view these inequalities as unjust because they view marriage as an egalitarian partnership, while traditional women do not perceive these inequalities as inherently unfair. Marital stability is presumed to be linked to perceptions of the fairness of the marital relationship. He discovered that number of hours of paid employment per week is negatively related to marital stability for women holding non-traditional gender ideologies, but not for women with traditional views. The implication of these findings suggests that the effects of wives employment on husbands is not the same for all marriages and for all women. Whether the added stresses of outside employment get translated into marital instability is apparently contingent on the wife's gender ideology (and probably on her husband's ideology as well). Presser (1994) found that both husbands' and wives' gender ideologies affected husbands' share of traditional female household tasks, but that only the wives' ideology affected the number of hours that husbands contribute to domestic labour.

An alternative interpretation of Greensteins (1995) findings is that women who are economically dependent on their husbands should be less likely to seek a

divorce.

About the same time, Amato and Booth (1995) interviewed a large sample of 2,033 married persons (not couples) by telephone in 1980, 1983 and in 1988, to examine how changes in gender role attitudes over an eight year period are related to reported changes in marital quality. This method and the large sample of Amato and Booth may be too expensive to be adopted in Nigeria since majority or common people of Nigeria have no access to the use of telephone also the use of telephone will be easy to cover such large sample, since this is not possible in Nigeria.

Amato and Booth (1995) hypothesised that wives' adoption of non-traditional gender role attitudes is followed by a decline in their perceived martial quality, where as husbands' adoption of non-traditional gender role attitudes is followed by an increase in their perceived marital quality.

The result of their longitudinal survey data indicated that changes toward non-traditional gender role attitudes among wives are accompanied by reports of general decline in marital quality (less happiness, less interaction, more disagreements, more problems, and higher divorce proneness). These findings are consistent with previous cross-sectional studies showing that women who hold non-traditional gender role attitudes are more likely than other women to be unhappy with their marriages (Lueptow, Guss and Hyden, 1989; Vannoy-Hiller and Philliber, 1989).

Husbands who became more progressive in non-traditional geneder role

attitudes between 1980 and 1988 showed increases in reported positive marital quality (marital happiness and interaction). They also found a trend for such increases in egalitarianism to be associated with decline in reports of negative aspects of the marriage (problems, disagreements, and divorce proneness). Their data show that wives become less happy with their marriages and report more problematic relationships when their attitudes become less traditional. This may mean that women's expectations for role-sharing and gender quality are placing stress in contemporary marriages. The fact that husbands report more marital happiness and fewer relationship problems when they adopt less traditional attitudes suggests an alternative view; men lesson the stress in contemporary marriages when they, too, have attitudes that support role-sharing and gender equality.

Iliya (1996) used members of a traditional community a group of church women and a group of working class men and women in Pankshin to examine the shift in roles of husbands and wives' and its effect on their marriage.

The sample size of only 20 Church women cannot be used to generalise on the other women that are employed women also the study was not specific either on working class, or self employed housewives rather, she combined working class with self employed wives.

Her findings suggests that in a situation where the husband understands the woman's contribution and appreciate it, harmony and peace are brought into the relationship but where the husband tends to see the wife as unsupporting his throne,

this may head to disharmony and crisis in the family. On the other hand, if a woman takes up more responsibilities in the family and seems to flaunt it, she immediately meets with the husband's resistance and that too spells trouble for the family.

Iliya (1996) findings showed that 75 percent of men responded that the shift in husbands and wives roles have led to divorce, while 55 percent of the women indicated the same. She then supports this by citing an observation of changes of names from "Mrs" to "Miss" in most of Nigerian newspapers which she said revealed that more working class/business/educated ladies are backing out of marriage daily. The assumption is that women in traditional village communities would hardly bothered to go to the press when they divorce their men. This was not backed up with empirical findings.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

This chapter examined the methodology of the study. It was organised under the following headings: Research Design Adopted, the Population for the Study, Sample and Sampling Techniques, Instruments for Collecting Data, Pilot Study, Procedure for Data Collection and Procedure for Analysing Data.

3.1 Research Design

A survey methods was employed for this study. This is due to the fact that, it is best suited for collecting information from a large population which are located in different places in a natural setting. It is a design which attempts to document current condition or attitudes to describe what exists at the moment". (Wimmer and Domick 1987). This is considered appropriate for this study since it has to collect data from the employed wives which are spread over the 16 local government areas of Kwara State under study.

3.2 Population for the Study

The population for this study comprises of all employed wives and their husbands working in the formal sectors, in all local government areas of Kwara State. The total population of the working wives for this study is estimated at 4,500 while that of the husbands is estimated at 8,000, total of 12,500, based on the

information collected from 21st report of the Kwara State Civil Service Commission of 1995.

3.3 Sample and Sampling Technique

In this study, simple random sampling technique was used, to select a proportional sample that will reflected the distribution of working wives and their husbands in all the 16 local government areas was state. The local government areas will be arranged in alphabetical order and numbers assigned to them. Using Hat-drawn method of simple random sampling, eight local government areas were selected representing fifty percent of the total number of the local government areas in Kwara State based on Borg and Gall (1974) recommendation.

The sample consisted of 200 employed wives and 200 employed husbands which was drawn from an estimated population of 4,500 employed wives and 8,000 employed husbands, a total of 12,500 which is less than 15,000 population. According to Krejcie Morgan (1970) a minimum of 375 subjects could be used for a population of about 15,000. However, 400 subjects were used in the present study.

The number of subjects needed in the sample was computed according to calculated percentage. Below is the Table showing selection of respondents using simple random sampling.

Table 3.1 Population Samples according to Local Government Areas

Local Government Area	Population		Sample	
	M	F	M	F
Edu	294	84	26	14
Ekiti	125	72	11	12
Ifelodun	326	198	29	34
Ilorin West	420	453	38	77
Kiama	182	41	16	7
Moro	498	168	44	29
Oyun	186	125	17	21
Patigi	211	38	19	6
	2236	1179	200	200

3.4 Instrument for Collecting Data

Questionnaire was the instrument for date collection

It was structured based on the research questions, the hypotheses and the objectives of the study. It is therefore made up of the following parts and sections.

Part A

Section 1: Demographic Data

Part B

Section 2: Factors motivating housewives to participate in labour work.

Section 3: Contemporary role of working wives.

Section 4: Contemporary roles of husbands.

Part C

Section 5: Effect of wife's employment on the husband's traditional roles.

Part A contained biodata, Part B and C the statements of the subjects are to respond to.

3.5 Pilot Study

The objective of the Pilot Study was to limit errors to find out whether the questionnaire was well framed or not, whether the contents were moderate or difficult to answer.

The designed questionnaire was vetted by the experts in the research field of Home Management from Ahmadu Bello University, Zaria.

The pilot study used 10 employed husbands and 10 employed wives respondents. Husbands and wives working in different Faculties and Departments of Ahmadu Bello University, Zaria.

The reliability was computed using split method of dividing the pilot

questionnaire into two halves. The result of correlation between forms was 0.5818. Van-Dalen (1979) gave the interpretation of correlation and prediction of data to have a marked relationship when r = + 0.40 to + .70. The result of the r was further subjected to Spearman Browns Coefficient to test for the reliability of the instrument. The obtained reliability was 0.7356 which is closed to 1. It is said to be reliable.

From the results of the pilot study, necessary amendments and corrections were made before the final questionnaire was drawn.

The amendments made were on question 6 which was reframed, equally items not relevant on questions 35 - 52 were deleted on response column and new ideas were introduced like Husband, wife, head girl, children instead of always, frequently, occasionally and rarely.

3.6 Procedure for Data Collection

The researcher personally administered the questionnaire with the assistance of trained researcher to the employed wives and working husbands in each of the selected local government headquarters. The questionnaire was distributed to the respondents in various units of the formal sector of the local government namely:- personnel, finance, agriculture, education, works, health, information and social welfare. To do this, an introductory letter was sent from the head of department of Vocational and Technical Education to all local government Chairmen involved, in soliciting for permission to carry out the research. The respondents were given a

period of two to three days to complete the questionnaire, after which the researchers went round to retrieve them.

3.7 Procedure for Analysing Data

The data was analyzed using various statistical methods.

The section on demographic factors was tabulated in form of frequencies and percentages.

Due to parametric nature of the data, descriptive statistics such as percentage and inferential statistic such as Pearson product moment correlation and chi square were used. Descriptive statistics (percentage) was used generally to describe the roles played by husbands and wives in the house. Chi-square was used to test the difference in the opinions of husbands and wives as regards the traditional and contemporary roles played in their homes as stated in hypothesis two and three. Likewise, Pearson product moment correlation Chi-square was used to test hypothesis four, the significant difference in the opinion of husbands and wives as to the factors influencing women to take paid jobs.

The level of significance of 0.05 was set for accepting or rejecting these hypothesis.

CHAPTER FOUR

DATA PRESENTATION & ANALYSIS

4.0 INTRODUCTION

This chapter contains the analysis of the data collected for this study. The hypotheses were tested and answers were provided to the research questions raised. The chapter is structured into three sub-sections. These are Result, and Data Analysis, Testing of hypotheses, and General discussions of the findings.

4.1 Results and Data Analysis

Three hundred and twenty six respondents (employed wives & husband) were involved in this study. The age of the respondents ranges between 15 and 34 years with about only eight percent of them above 34 years of age.

In terms of academic qualification, thirty three percent (33.4%) had University degree or above as their highest qualifications. Twenty three percent (23.0%) had the Higher National Diploma (HND) while nineteen percent had National Certificate of Education (N.C.E) or its equivalent. Fifteen percent had the Nursing Certificate as their highest qualification. The rest eight point six percent (8.6%) had either General Certificate of Education and its equivalent or the Primary School Certificate.

In Table 4.1.1, the respondents are shown by their occupational distribution. The respondents who were government workers but did not provide their status were classified civil servants.

TABLE 4.1.1 DISTRIBUTION OF RESPONDENTS BY THEIR OCCUPATIONS

OCCUPATIONAL STATUS	FREQUENCY	RELATIVE FREQUENCY PERCENTAGE
Medical Doctor	42	12.9
Pharmacist	64	19.6
Lawyer	81	24.8
Manager	49	15.0
Lecturer/Teacher	57	17.5
Nurse	15	4.6
Typist	1	0.3
Civil Servant	17	5.2
TOTAL	**326**	**99.99 Apx. 100**

The occupational distribution shows that most of the respondents occupied senior positions of the employment. This could be seen by the frequencies and the corresponding percentages shown in Table 4.1.1, 12.9% of the respondents were Medical Doctors, 19.6% Pharmacists, 24.8% Lawyers, 15% Managers, and 17.5% Lecturer/Teachers. Others are 4.6% Nurses, and 0.3% Typist and 5.2% Civil Servant who did not specify their occupations.

In Table 4.1.2, the respondents were shown by their employment status. The

distribution tended to be even among the specified status of employment indicated by the respondents.

TABLE 4.1.2 DISTRIBUTION OF RESPONDENTS BY THEIR EMPLOYMENT STATUS

EMPLOYMENT STATUS	FREQUENCY	RELATIVE FREQUENCY PERCENTAGE
Shift work	77	23.62
Night Duty	87	26.69
Part Time	77	23.62
Full Time	85	26.07
TOTAL	**326**	**100**

Twenty three point sixty two percent (23.62%) of the respondents were involved in shift work and part-time work respectively. For Night duty, this percentage increased to twenty six point sixty nine percent (26.69%) and twenty six point zero and seven percent (26.07%) for full-time employment.

The average time spent by the various respondents per day in their working place is shown in Table 4.1.3.

TABLE 4.1.3: DISTRIBUTION OF RESPONDENTS BY TIME SPENT AT WORK PER DAY

HOURS PER DAY	FREQUENCY	RELATIVE FREQUENCY PERCENTAGE	HOURS PER WEEK
6 Hours	53	16.26	30 Hours
8 Hours	101	30.98	40 Hours
10 Hours	100	30.67	50 Hours
12 Hours & above	72	22.09	60 Hours & above
TOTAL	**326**	**100**	

From information in table 4.1.3 most of the respondents spend between eight and ten hours of their work on a daily basis. Thirty point ninety eight percent (30.98%) responded that they spend eight hours (8 hours) at work per day, another thirty point sixty seven ten hours (10 hours) at work per day; twenty two point zero and nine percent (22.09%) indicated that they spend twelve hours (12 hours) and above at work each day.

Those who have indicated that they spent between ten and twelve hours per day may be those in corporate services like banking, insurance, general merchandise who by nature of their work have to stay beyond the statutory eight hours. It is also possible that some of these respondents may have decided to

provide deceitful responses without knowing the implication of doing so.

Table 4.1.4 showed the distribution of the respondents by age of their marriages.

TABLE 4.1.4 DISTRIBUTION OF RESPONDENTS BY THEIR MARRIAGE AGE

AGE OF MARRIAGE	FREQUENCY	RELATIVE FREQUENCY PERCENTAGE
< 5 years	49	15.0
6 - 10 years	53	16.3
11 - 15 years	61	18.7
16 - 20 years	76	23.3
21 - 25 years	36	11.0
26 - 30 years	33	10.1
31 years and above	18	5.5
TOTAL	**326**	**99.99 Apx. 100**

In Table 4.1.4 the age range of the respondents marriages were as follows fifteen point zero and three (15.03%) indicated their marriage age is between zero to five years, sixteen point twenty six percent (16.26%) Marriages are between six to ten years (6 - 10 years) eighteen point seventy one percent (18.71%) marriages were between eleven to fifteen years (11 - 15 years), twenty three point thirty percent

(23.31%) responded that their marriage age is between 16 - 20 years; eleven point zero and four percent (11.04%) marriages were between twenty one to twenty five years (21 - 25 years) old, Ten point twelve percent (10.12%) marriages fell between twenty six to thirty (26 - 30 years) while five point fifty two percent (5.52%) of the marriages are thirty one years and above.

Most of the respondents marriages tended to be within one to twenty years. Other marriages were relatively few (26.7%) and these were marriages between twenty one years (21 years) and above.

The motive behind the respondents taking up paid employment was next examined in the questionnaire (see appendix A).

Table 4.1.5 therefore shows the distribution of the respondents by their reasons for taking up paid employment.

TABLE 4.1.5: DISTRIBUTION OF RESPONDENTS BY MOTIVE FOR PAID JOB

Reasons why respondents work	Strongly Agreed		Agreed		Undecided		Disagreed		Strongly Disagreed	
	FQ	%	FQ	%	FQ	%	FQ	%	FQ	%
I'm working because of my training.	115	35.3	120	36.8	8	2.5	51	15.6	32	9.8
I'm working because- of my spouse positive attitude to my job.	113	34.7	131	40.2	10	3.9	47	14.4	25	7.7
I'm working because- it provides for the expression of intellectual interest.	117	35.9	117	35.9	3	0.9	62	19.0	27	8.3
I'm working because- of satisfaction. derived from work-ing with others.	123	37.7	106	32.5	10	3.1	66	20.2	21	6.4
I'm working because- my husband is helping with some household chores	133	40.8	110	33.7	6	1.8	56	17.2	21	6.4
I'm working because our children are old enough to care for themselves.	21	6.4	56	17.2	6	1.8	133	40.8	110	33.7
working because of family's increased financial demand.	126	38.7	119	36.5	5	1.5	49	15.0	27	8.3
I was working before I got married.	128	39.3	93	28.5	3	0.9	69	21.2	33	10.1
Availability of employment.	113	34.7	85	26.1	3	0.9	89	27.3	36	11.0
I can meet my needs.	141	43.3	116	35.6	3	0.9	47	14.4	19	5.8
I'm working because my parents worked.	20	6.1	55	16.9	7	2.1	137	42.6	107	32.8
I can earn a good salary.	140	42.9	106	32.5	2	0.6	51	15.6	27	8.3
Self esteem derived from work.	121	37.1	108	33.1	5	1.5	64	19.6	28	8.6
Plan for retirement	21	6.4	55	16.9	8	2.5	136	41.7	106	32.5

Table 4.1.5 above revealed that 78.9% of women agreed that they worked in order to meet their needs. This ascertain that there is general increase in family needs, and these days they are beyond what the breadwinner alone can shoulder. Consequent upon this development there is increasing need for women to work so

as to earn a good salary. About 75.4% of women agreed that they worked so that they could earn a good salary. Due to restricted circulation of Naira business ventures are not flourishing. This situation has led so many people to seek for paid jobs because of assurance of regular pay. This may be one major aim why up to 75.4% of wives work so that they can earn good salary. Among other strong reasons given is that (75.2%) women worked because of their family's increased financial demand.

In most families as discovered, there were grown up children, some of whom were in higher institution. This by extension means increased financial demand on the family. Unless all adults in the family including the mother work, it may be difficult to raise enough money to meet such increase in financial need. It is therefore to be understood why as many as 72.2% of the respondents worked because of their family's increased financial demand. This is in agreement with Toweh and Gallant (1983) and Ayanda (1988) who had found that women hold jobs to meet basic financial needs in order to share with men the financial care of their families.

A small percentage of 23% worked because their parents worked may suggest that majority of the respondents in this study are matured women of age, who do not need the influence of their parents to take such vital decision as to engage in paid job. A large number of respondents (77%) disagreed that they worked because of retirement. Hence only about 23.3% work so that they can plan

for retirement.

From the analysis on this Table 4.1.5, it may be that about 23% of the respondents fall into the category of those who do not normally go into paid job during child bearing period. Usually, they prefer to work only when children are of school age. This may therefore explain the reason why 23% of the women in this study work because their children are old enough to care for themselves.

The findings of this study however, did not support Weil, (1961); Schultz, (1961); Gunderson, (1980); Shapiro and Mott, (1983); Adeokun et al (1984) and Coulson, (1994) who had earlier reported that education is positively correlated with female labour market participation. The finding of this study suggests that education acquired is not the only factor that makes a wife to work but other benefits attached to it.

Table 4.1.6 showed some selected tasks that were traditionally assigned to the husband in the family. Respondents were asked to indicate the person in the family who performed the selected roles.

TABLE 4.1.6 DISTRIBUTION OF TRADITIONAL ROLES OF HUSBAND IN THE FAMILY.

Husband Traditional Roles in the family	HUSBAND		WIFE		BOTH	
	FQ	%	FQ	%	FQ	%
Feeding the family.	150	46.0	144	44.2	32	9.8
Buying the family car.	154	47.2	143	43.9	29	8.9
Maintenance of family car/payment for family transportation/motorcycle.	103	31.6	158	48.5	65	19.9
Buying of household equipment.	146	44.8	158	48.5	22	6.7
Building/Renting/Buying the family house.	146	44.8	158	48.5	22	6.7
Children's Education.	144	44.2	158	48.5	24	7.4
Clothing the family.	135	41.4	164	50.3	27	8.3
Family health.	134	41.1	161	49.4	31	9.5

Information in Table 4.1.6 shows that the distribution of roles as indicated by the respondents did not seem to represent the traditional practices. In all the cases as could be seen in the Table, about forty four point two percent (44.2%) of the respondents performed their husband's traditional (economic) role of feeding the family; fourty three point nine percent (43.9%) wives single handedly bought family, car, fourty eight point five percent (48.5%) wives were responsible for maintenance of family car and transportation, buying of household equipment, renting/building/buying the family house, and children's education. Fifty point three

percent (50.3%) of wives indicated that they were solely responsible for clothing the family while fourty nine point four percent (49.4%) where responsible for family health.

The role shifting could be a direct manifestation of the wives employment and the increasing socio-economic status that tended to accompany paid employment as revealed by this study. The role shifting could be a direct manifestation of the wives employment and the increasing socio-economic status that tended to accompany paid employment. The shifting of role to both party as shown in the Table was however, relatively minimal. The husbands who were traditionally assigned the roles tended to be shedding them while the wives seem to be taking them on as additional responsibilities in the family. This finding is consistent with Hood (1983); and Shukla (1988) who reported that couples generally accepted the necessity and importance of women's economic contributions which they regard as supportive role. This position is supported by findings that indicate role overload, role-stress and role conflict among working women (Epstein (1971); Rapoport and Rapoport (1982). Women with better employment opportunities have been reported to make a very fair contribution to family income (Ayanda, 1988; and Nege, 1988; Nicolas - Clark et al, 1991) just as the employed wives economic contribution to the husbands earning will result into adequate economic resources for the family.

In a situation where the wife's earning is higher than that of her husband, wives as reported by Kathleen et al (1995) perceived themselves as having more

influence in decision making process. However, where their income was lower relative to their husbands' (regardless of how high it is), they have less general influence. This position supports resource theory from wives' perspective.

Iliya's (1996) findings suggest that in a situation where the husband understands the wife's contribution and appreciates it, a good harmony and peace are brought about. But, where the husband tends to see the wife as unsupportive, he tries to put her off at the slightest provocation. This may give rise to crisis where the woman did not take it lightly.

Like the husband, the wife is also assigned some traditional roles in the family. In Table 4.1.7, the respondents indicated who performed these roles in their family.

TABLE. 4.1.7 DISTRIBUTION OF WIFE TRADITIONAL ROLES IN THE FAMILY

Wife's Traditional Roles in the Family	Husband		Wife		Others House girl/Children	
	Fq	%	Fq	%	Fq	%
Meal preparation	145	44.5	163	50.0	18	5.5
Meal service	132	40.5	178	54.6	16	4.9
Cleaning up after meals	141	43.3	162	49.7	23	7.1
Shopping for family needs	127	39.0	172	52.8	27	8.3
Cleaning the house	139	42.6	167	51.2	20	6.1
Emptying the dust bin	138	42.3	173	53.1	15	4.6
Washing clothes	132	40.5	172	52.8	22	6.7
Ironing	130	39.9	181	55.5	15	4.6
Cutting the grasses around	134	41.1	170	52.1	22	6.7
Gardening	130	39.9	177	54.3	19	5.8
Home maintenance/ improvement	123	37.7	186	57.1	17	5.2
Feeding the very young children	136	41.7	171	52.5	19	5.8
Changing of nappies	132	40.5	173	53.1	21	6.4
Bathing and dressing children up	125	38.3	182	55.8	19	5.8
Getting children to bed	129	39.6	179	54.9	18	5.5
Helping children with home work	91	27.9	134	41.1	101	31.0
Family budget	127	39.0	141	43.3	58	17.8
Discipline the children	98	30.1	142	43.6	86	26.4

The traditional roles of the wife in the family are shown in the Table 4.1.7 above. From the Table, the respondents indicated that the wife performed high in almost all cases, more than fifty percent of the identified roles. The husbands participation too could be seen to be relatively high in the Table. Meal preparation 44.5%, Meal service 40.5%, cleaning up after meals 43.3%, shopping for family needs 39.0%, cleaning the house 42.6%, emptying the dust bin 42.3%, Washing Clothes 40.5%, ironing 39.9%, feeding the very young children 41.7%, changing of nappies 40.5% Wife's performance of the following role is high: Meal preparation 50%, Meal service 54%, Family shopping 52.8%, House cleaning 51.2%, Emptying

the dust bin 52.8%, Washing clothes 52.8%, Ironing 55.5%. Other roles performed by wives are cutting the grasses around the house, gardening, and home maintenance/improvement with 52.1%, 54.3% and 57.1% respectively. These last three roles are traditionally male roles but women are found more involved in performing them than their husbands'. Though wife's performance in female traditional roles are generally low on a relative basis particularly in meal preparation. The deviation from the general responses of both husband and wife could be seen in the areas of helping children with home work, discipline the children and family budget. It was in these last items that the role of third party tended to manifest in the study.

The pattern of responses observed in this study revealed the non-exclusive nature of roles in homes where the wife has paid employment. This is consistent with the findings Wheeler et al (1981) which stated that employed wives reported that they were assuming reduced responsibility for female tasks. This, according to them accompanied husbands assumption of more responsibility for these female tasks.

The study also suggested that men (husbands) tend to participate primarily in those tasks or activities they found most enjoyable. For instance, they are found to participate more in meal preparation, meal service, cleaning up after meals, cleaning the house, washing of clothes, feeding the young ones, changing of nappies and emptying the dust bin than other activities. Sullivan (1996) found no

evidence that women enjoy domestic work more than men.

The educational level of the husbands of the respondents in this study could be another contributing factor to husbands involvement in household tasks. Perhaps, another result would have been obtained if such study is carried out among the non-educated husbands. Wheeler et al (1981); Tor, Saror, Babatunde and Faseyi (1982) found husband educational level to be related to assumption of non-traditional household tasks.

A look at Table 4.1.3 revealed that about ninety four percent (93.7%) of the employed wives spend between eight and ten hours and above outside their homes for employment. This is an indication that they spend more time outside their home. This may be suggestive of another reason why their husbands participate in household tasks (non-traditional male roles) Baxter, (1993); and Bryant, (1996) found that women who spend longer hours in paid employment are more likely to be dissatisfied with the way domestic labour is organised than women whose time at paid employment is less. This is because they have less time to devote to domestic labour. Women who work longer for pay spend more time on paid and unpaid work in total than women who are in part-time employment or no paid employment.

Economic distribution could be another factor for husband participation in household tasks. It was observed that about 44% of the employed wives in the study performed the pre-supposed husband economic roles during the course of this study. The role shift could be an explanation for husbands involvement in household

tasks. This may be a compensation for her economic contribution. Baxter (1993) found that distribution of economic resources between husbands and wives is a significant determinant of domestic division of labour. As women's economic resources increase in comparison to their husbands', women spend less time on domestic labour. This finding suggests that these resources give women greater power to influence the allocation of labour within households. This finding of husbands involvement in household tasks in the area of meal preparation, cleaning and washing contradicts Baxter and Western (1998) study which revealed that, there was a clear gender division of labour in housework tasks in which women are responsible for most indoor tasks like cooking, cleaning, washing and ironing, while men take major responsibility for outdoor tasks like lawn mowing, home maintenance and improvements.

The difference in the environment where the two studies were conducted may be a contributory factor to variations in the results. Baxter and Western (1998) study was conducted in America while this study was conducted in Nigeria.

It would be expected that certain stress would be experienced by husbands whose wives were occupied by employment. The wives perception was sought on this perspective. Table 4.1.8 showed the perceived stress of the husband of the wives involved in the study.

TABLE 4.1.8 DISTRIBUTION OF STRESS EXPERIENCED BY HUSBANDS

Possible Stress experienced by husbands.	Strongly Agreed		Agreed		Undecided		Disagreed		Strongly Disagreed	
	FQ	%	FQ	%	FQ	%	FQ	%	FQ	%
Increased visitation to the doctor.	25	7.7	78	23.9	19	5.8	116	35.6	88	27.0
Become more of a house boy.	41	12.6	90	27.6	2	0.6	124	38.0	69	21.2
Hours of his baby sitting increased.	39	12.0	90	27.6	2	0.6	113	34.7	82	25.2
Increased argument between his wife and himself.	40	12.3	97	29.8	4	1.2	125	38.3	66	18.4
suffers from sleepless night.	33	10.1	83	25.5	8	2.5	118	36.2	84	25.8
He has often think of leaving home.	27	8.3	83	25.5	4	1.2	124	38.0	88	27.0
He is regularly on sedatives.	32	9.8	78	23.9	5	1.5	153	46.9	58	17.8
He consumes more than a bottle of alcoholic drink a day.	43	13.2	87	26.7	10	3.1	117	35.9	69	21.2
He has psychiatric impairment	55	16.9	87	26.7	5	1.5	120	36.8	59	18.1
He has been diagnosed of having infectious diseases.	43	13.2	96	29.4	10	3.1	92	28.2	85	26.1
His central position in the family is eroded.	97	29.8	100	30.7	6	1.8	81	24.8	42	12.9

As could be seen from Table 4.1.8, the most notable cause of stress to the husbands was the perceived erosion of their central positions in the family as a result of their wife's employment. The percentage of agreement (a combination of those who strongly agreed and those who agreed) was over sixty percent (60.5%). This perception was further emphasised by increased argument between the spouses in their homes (42.1%) agreed to this. This finding suggests that husbands in this study

participating in household tasks and/or encourage wives employment, are in effect put in the position of playing a supportive role to their wives' ambitions and personal goals. This results in their central positions in the family being eroded, and with it their former dominance and power is affected. This finding is consistent with (Blood and Wolf 1960; Burke and Weir, 1976).

Increased argument between spouses suggest marital disagreements, marital problems, lack of good relations and wife abuse which may result from playing a supportive role to the husband, and as such may want to lead in decision making. This is also consistent with the findings of Edward et al (1992); "mato and Booth's (1995) who maintained that changes toward non-traditional gender role attitudes among wives are accompanied by reports of general decline in marital quality (less-happiness, less interaction, more disagreements, more problems, and higher divorce proneness). This is consistent with the earlier position of Lueptow, Guss and Hyden, (1989); Vannoy-Hiller and Philliber, (1989). In a situation where women (wives) depend economically on their husbands, less marital trouble and stress is experienced (Greensteins, 1995).

4.2 TESTING OF HYPOTHESES:

Four null hypotheses were postulated in this study. These were aimed at determining factors that motivated wives to take up paid employment and the possible stress that arises to their husbands as a result of their wives occupational

status. Some of the hypotheses were tested with tests of relationship. However, while some were tested with pearson product moment correlation others involved test of systematic relationship using the chi-square procedure (Roscoe 1969).

HYPOTHESIS 1: There is no significant relationship between husband's performance of his traditional role and wife's motivation to take up a paid employment.

The scores on the sections of husband traditional role and factors that motivated the wife to seek employment were the two variables used for this test. The pearson product moment correlation was adopted here in order to determine if any possible relationship exists between the two variables. The result is presented in Table 4.2.1

TABLE 4.2.1 CORRELATION BETWEEN HUSBAND PERFORMANCE OF ROLE AND WIFE MOTIVATION TO WORK

Variables	N	Mean	STD	r	r-critical	DF	P
Husband role	**326**	**16.798**	**3.868**	**.154**	**0.109**	**324**	**0.003**
Wife motivation	**326**	**33.163**	**9.663**				**P<0.05**

An understanding of Table 4.2.1 showed that the accepted level of 0.05 (P<0.05). This implies that there is a significant relationship between the husbands performance of his traditional role and the wife's motivation to take up employment. The null hypothesis is therefore rejected.

From the observed correlation coefficient r = .154 in the Table, the inadequacy of the husband's performance of his traditional role significantly influence the wife to seek for paid employment. Thus, if the husband can adequately perform his traditional role, the possibility of the wife seeking for paid employment may be significantly reduced. This is consistent with the findings of the following Sunsiug and Hafstrous, (1975); Hiller and Philliber, (1980); Spitze and Waiter, (1981); Ayanda (1988) and Iliya (1996) which stated that wives work because their income in addition to the husbands' earning is needed.

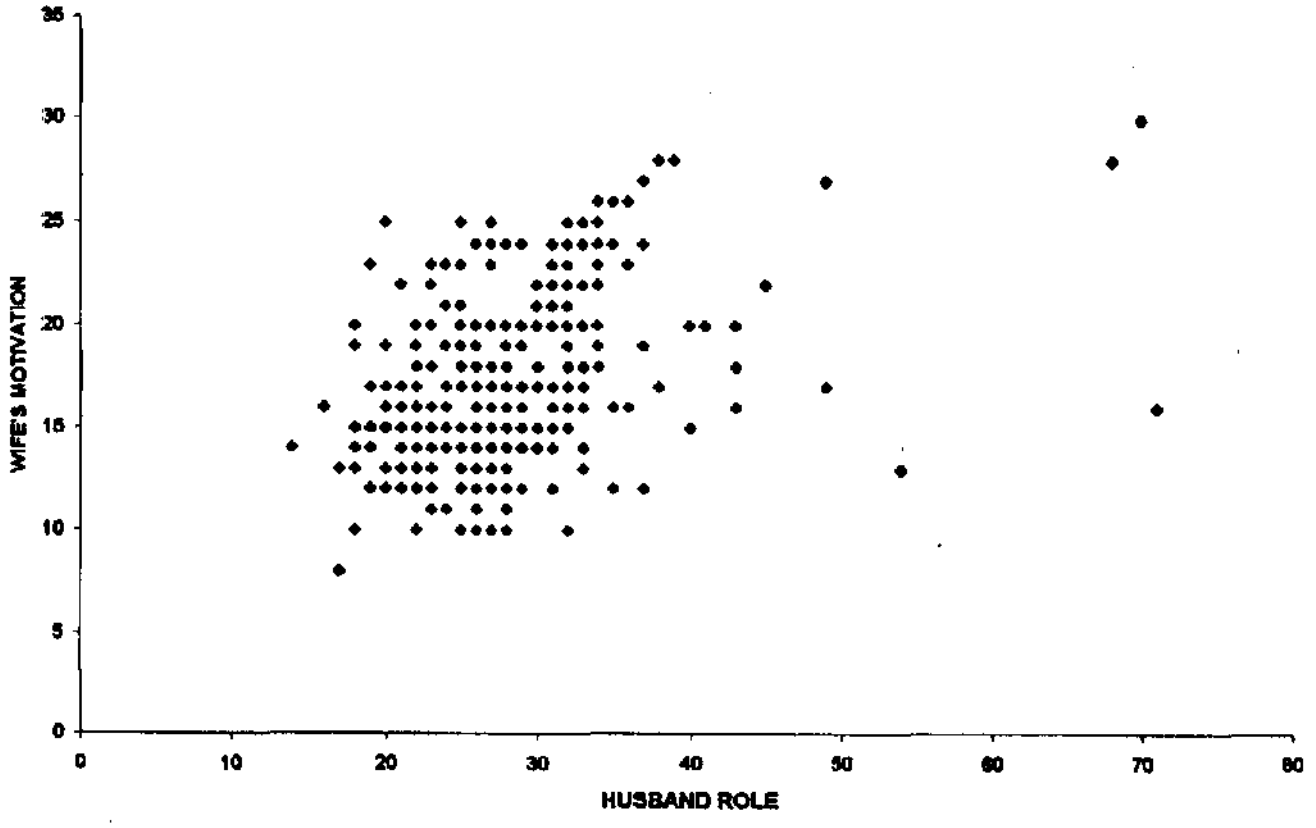


Fig. 1 Scattered Diagram showing Relationship between Husband's Role and Wife Motivation

Fig. 4.1 showed the relationship between factors that motivated the employed wife to work and husbands performance role. In the scatter gram, a strong relationship is established between the variables at middle with the 20 and 40 points on the x axis scale.

HYPOTHESIS II There is no significant relationship between husband participation in household tasks and wife's employment status.

The Pearson Product Moment Correlation procedure was used in testing this hypothesis. The use of the Pearson Product Moment Correlation was informed by the need to find out any systematic relationship between the type of work done by wife and husband's likely participation in the performance of the household tasks. The Pearson Product Moment Correlation Table below showed the result for the test.

TABLE 4.2.2 RELATIONSHIP BETWEEN WIFE EMPLOYMENT STATUS AND HUSBAND PARTICIPATION IN HOUSEHOLD TASK

Variables	N	Mean	S D	DF	r	P
Employment Status	3263	2.522	1.117	324	0.76	0.000
Husband Participation	26	30.784	0.002			P<0.05

From the Table 4.2.2, it could be seen that a significant relationship exist between the two variables (P<0.05). The null hypothesis is thus rejected.

From the observed Pearson Product Moment Correlation value at df = 324,

it could be concluded that a significant relationship exists between the type of work status of a wife and the husband participation in the household tasks. The critical value at df = 324 is .259 and at the 0.05 level of significant. Since the observed Pearson Product Moment Correlation value of 0.758 is higher than the critical value of 0.259 it implies that a systematic relationship exist between husband's participation in household tasks and wife's employment status. The null hypothesis is thus rejected. This finding is consistent with the findings of Wheeler et al (1981); Model, (1981); and Baxter, (1993) who found that distribution of economic resources between husbands and wives is a significant determinant of domestic division of labour. As women's economic resources increase in comparison to their husbands', wives spend less time on domestic labour while husbands spend more time on domestic labour. This finding suggests that these resources give wives greater power to influence the allocation of labour within households.

The expected frequencies from the Table showed that the husband is more likely to participate in household tasks where the wife is involved in night duty or full-time employment. It could also be deduced from the Table that husbands whose wives were involved in part-time and shift duties were likely to participate less in the household tasks.

Fig. 42 showed the relationship between wife employment status and husband participation in household tasks. The Scattergram demonstrate that employment status of wife is positively related to husband's participation in household tasks

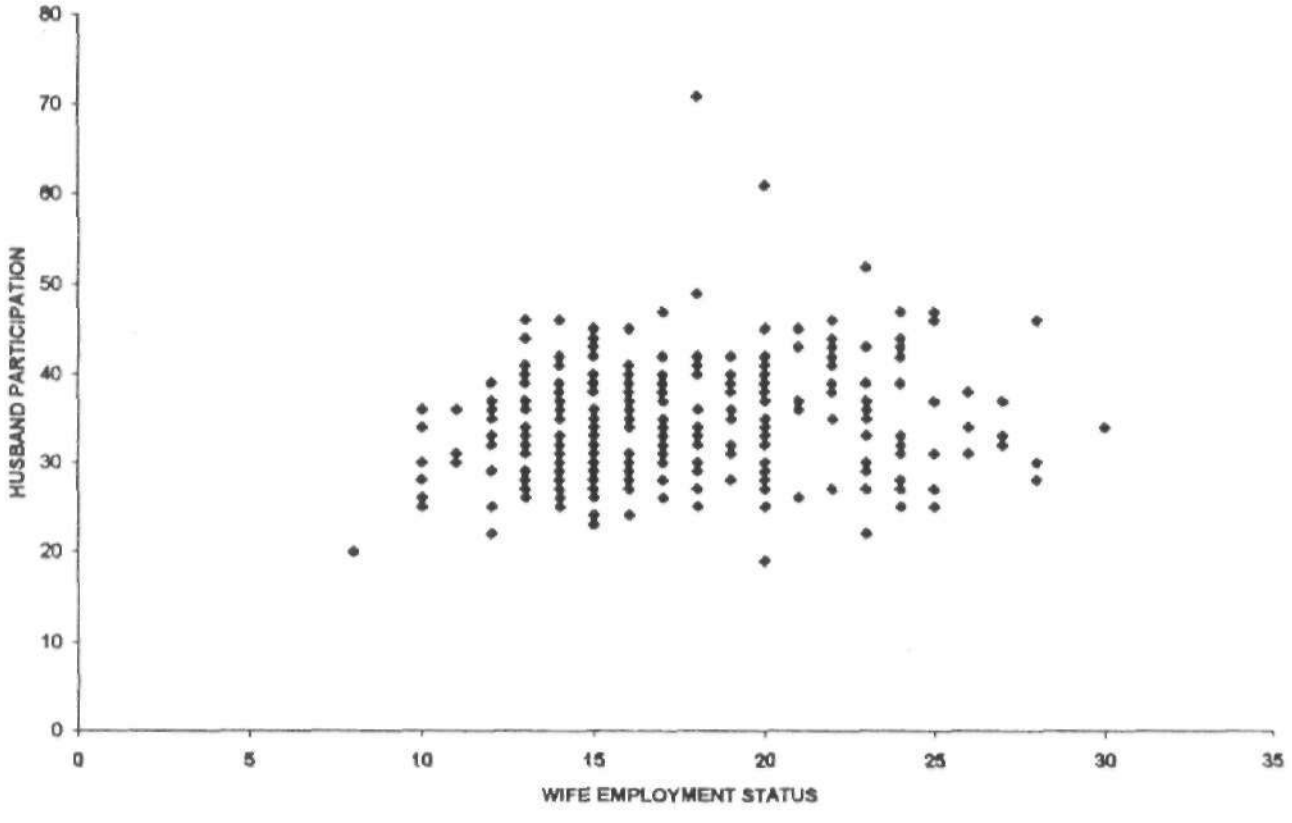


Fig. 2 Scattered Diagram showing Relationship between Husband participation and Wife's Employment Status

HYPOTHESIS III Wife's employment has no significant effects on the Husband's traditional roles

In testing hypothesis III, the chisquare procedure was adopted in order to test the possible effects or relationship a wife's employment has on the husband traditional role. The Table of chisquare analysis below showed the distribution between the wife employment status and the observed chisquare value indicating the level of significance.

TABLE 4.2.3 RELATIONSHIP BETWEEN WIFE'S EMPLOYMENT AND HUSBAND'S TRADITIONAL ROLES

WIFE EMPLOYMENT	HUSBAND	WIFE	OTHERS
Shift	557	762	67
	543.1	720.8	122.1
Night duty	596	821	135
	608.2	807.1	136.7
Part-time	542	669	165
	539.2	715.6	121.2
Full-time	583	771	145
	587.4	779.5	132.0
Total	**2278**	**3023**	**512**

DF = 6 X = 48.34 CRITICAL = 12.6 P<0.05.

From the observed chisquare value, it could be concluded that wife's employment has significant effect on the husband performance of his traditional roles in the home. The null hypothesis is thus rejected. Ayanda, (1988); and Iliya, (1996) in their separate studies, found a shift in husbands traditional roles as a result of wife's employment.

From Table 4.2.3., the role performance of the husband tended to shift to the wife. This implies that the husband tends to relegate some of his household responsibilities to the wife due to her employment (economic power). The wife thus

shoulders certain responsibilities (economically) which traditionally belong to the husband.

HYPOTHESIS IV There is no significant relationship between wife's performance of her traditional role in the house and stress their husband experience as a result of their employment.

The pearson product moment correlation procedure was used in the test of this hypothesis. The possible stress experienced by husbands and their wives performance of their traditional roles constituted the two variables used in this test. Table 4.2.4 showed the result of the correlation analysis.

TABLE 4.2.4 RELATIONSHIP BETWEEN PERFORMANCE OF WIFE=S ROLE AND HUSBAND PERCEIVED STRESS

VARIABLES	N	MEAN	STD	r	r-Critical	DF	P
Wife's role	326	30.785	5.281	.147	0.109	324	0.004
Stress to Husband	326	24.156	7.486				P<0.05

The Table 4.2.4 showed that the observed significant level is lower than the accepted value of 0.05 (P<0.05). This means that there is a significant relationship between the two variables. The null hypothesis is thus rejected. This finding is consistent with Burke and Weir (1976); Philliber and Hiller (1983); Edward et al (1992). They found that husbands of working wives do experience stress. One of the reason they gave was that the husband finds himself undertaking more of what

was once considered women's work in the home. According to them, where a woman perform the traditional role of a man on the other hand, as a result of employment, man's central position in the family is eroded and with it his usual dominance and power (Blood and Wolf 1960).

From observed correlation coefficient, the more involved the wife in employment the more the possibilities of more stress for the husband. This was revealed in Table 4.1.8. This finding suggests that when a woman commits herself to work outside the home, the husband loses part of his active support system. Presumably, the time and energy a wife can give to the emotional, social and physical needs of her husband are in short supply. The attention she may likely give to the husband and home making activities may also be reduced. The husband may now find himself performing the pre-supposed female role, a task that he is not traditionally trained for. If in such marriage the husband is traditional and the wife is modern in outlook, the couple may experience poor marital relationships which may result from the pressures from wife to change the role expectations of the traditional husband. A reluctance on the part of the husband may likely lead to irreconcilable differences over the basic rules of the relationship, increasing the probability that such a marriage will be defined as inequitable. On the other hand, if the husband is non-traditional (modern), he may honour the rights of the wife to pursue independent interests thereby realising their joint responsibility for household tasks.

The relationship is further shown in Figure 3. In the Scattergram a *negative* correlation could be observed in the manner the dots are distributed almost below the line of fitness that cut across the origin in a 90^0 curve.

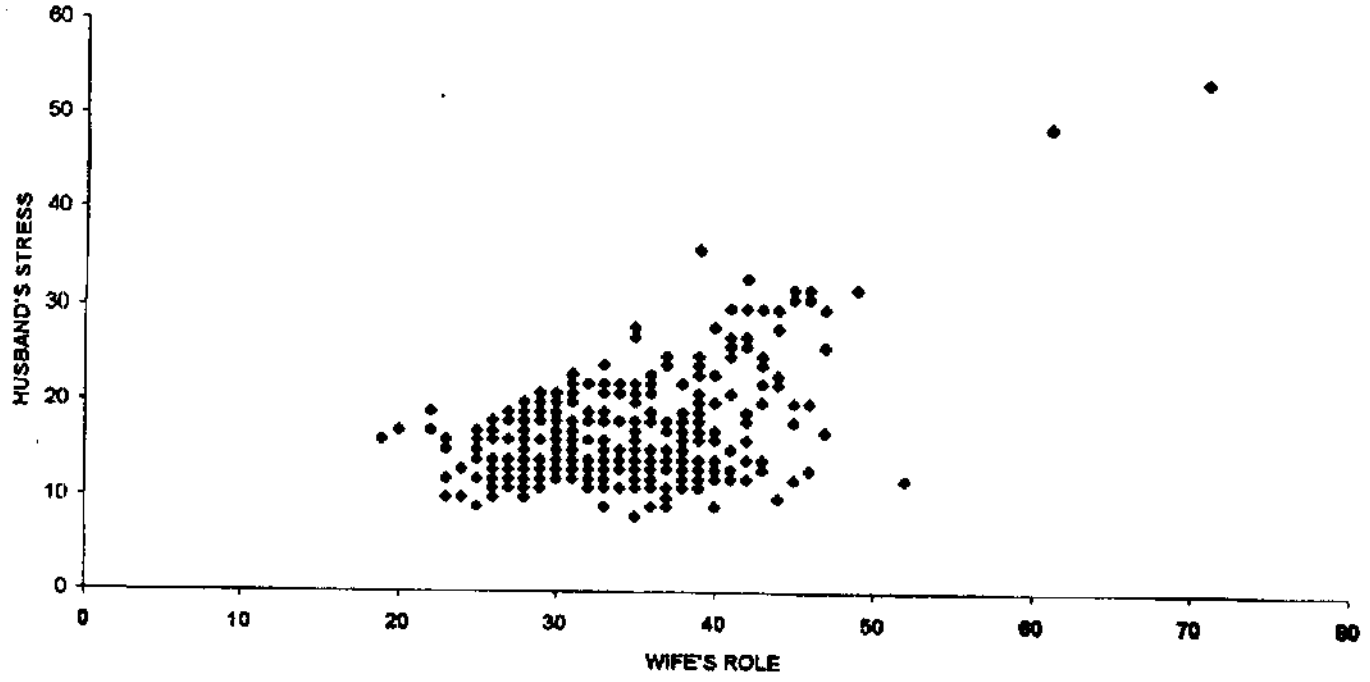


Fig. 3 Scattered Diagram showing Relationship between Husband stress and Wife role in the Home.

4.3 DISCUSSIONS

The employed wives in the present study were motivated into entering the labour market due to various reasons. The need to acquire money (economic power) to satisfy individual and family needs became the predominant reason. Others include, husbands positive attitude towards their (wives) job, husbands helping to perform household tasks, wives educational background, social interaction with others, self-esteem derived from work and working experience before marriage: in this order. The predominance of financial motivation in this study seems to agree with the findings in a similar studies by Toweh and Gallant (1983), Ayanda (1988), and Iliya (1996).

Wives who were more occupied in their work and thus spend less time in the home have their husbands participate more in the household tasks. This could be true where the husband is in a less time consuming job, or self employed or jobless, otherwise the family may suffer a neglect. The category of husbands who help their wives in this way can be classified as "modern husbands". Traditional oriented husbands may not bother to render a helping hand whether or not the wife has enough time.

In some cases wives were found to perform some roles which traditionally belongs to the husbands and vise versa.

This shift of roles is as a result of wives employment which makes them spend more time outside their homes, therefore, leaving a vacuum in the course of

discharging some of their traditional roles. Fore example, husbands may need to prepare or serve their meals, sometimes when they come back from work. And wives may need to provide some essential items in the house, when they are financially capable of providing money.

The increased demand of husband of an employed wife, to participate more in the traditionally female tasks in the family, result into some form of stress on him. This was found out to result in unnecessary argument among some families, and in some, the central position of the husband is eroded. This may lead to poor control of the family by the husband. The children of such family may be adversely affected in terms of poor morality and poor social behaviours. This finding is consistent with Blood and Wolf (1960).

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

This chapter contains the summary, conclusion and recommendations of the study. The conclusion was drawn based on the limitations of the study and curriculum implication. Some recommendations on how to create awareness in the society, the contemporary roles of husbands' and wives were made.

5.1 SUMMARY

This study was carried out to investigate the effect of wife's employment on husband's traditional roles and aspects of the husband's personal life affected. Based on this some research objectives, research questions and hypotheses, were stated and tested using questionnaires. The respondents were made up of 326 employed husbands and wives in the formal sector of Kwara State.

Demographic factors were analysed using frequencies and percentages, while pearson product moment correlation and chisquare were used for analysing the stated hypotheses. Scattergram was further used to find the degree of relationships that existed between the variables.

The findings of the research are as follows:

1. The inadequacy of the husband's performance of his traditional role

significantly influence the wife to seek for paid employment. They do this to augment the husband's income.

2. The wife's employment status was found to influence the husband's participation in household tasks. For instance, husbands of wives who are engaged in shift or full time job, participate more in household tasks.

3. Employed wives are found to perform some of their husbands' traditional roles.

4. The husband of an employed wife suffers some stress, as a result of the wife having less time devoted to her own traditional roles. Also, the wife of such a husband, because of her enhanced financial condition, takes up some of the husband's traditional roles.

5.2 CONCLUSION.

Based on the findings of this study, the following conclusions were drawn:

1. The wife's employment status (e.g Position held at work; shift, part-time, night duty or full-time and number of hours work) and duration of marriage do influence the degree of husbands participation in household tasks.

2. Employed wives were found to be working because of their family's

increased financial demand; availability of job; and inadequacy of husband to provide for the family.

3. The performance of both husbands and wives roles does not follow the traditional practices. Wives were found encroaching upon husbands traditional roles and husbands were found participating in household task, a non-male traditional roles. There was an indication of a role shift between husband and wives.

4. Wife's employment gave stress to the husband as his central position in the family was found to be eroded, this was further emphasised by increased argument between the spouses.

5.3 RECOMMENDATIONS

Social change is a constant feature of modern life. The changes in sex role attitude of Kwaran families as against the traditional roles, if not addressed may cause stress, low marital quality and divorce. In order to avert this, the following recommendations are made.

1. The Youth, young couples, immediate family, extended family and the society in general need to be made aware of the changing roles (contemporary roles)

of husbands and wives as opposed the traditional roles. This can be provided through religious institutions like Church, Mosque and Mass Media etc.

2. There is need to create awareness in both husbands and wives to embrace the challenges of the contemporary roles as opposed the traditional roles in the society. This can be achieved through campaign in the Mass Media and other social institutions.

3. The economic standard of living demand double income from both husband and wife, therefore, women should be encouraged to participate in labour force to provide for economic adequacy of the family. Jobs should be made available for women and Government can embark on Social Security Scheme whereby unemployed men and women will be given some allowances to sustain their families.

4. Marriage counsellors should get acquainted with the problems associated with the contemporary roles. This could be used as a guide for counselling couples when the need arises.

5. Young people (boys and girls) will need to be socialized for androgynous roles through parents, community, social institutions. Also distribution of

household tasks should not be based on gender line.

6. Availability of labour saving equipment will reduce tension, time and energy in carrying out household tasks. This can be achieved by Government importing and subsidising for such equipment.

Also standard child day care centres should be encouraged by the government, individuals and social organisations including non-government organisation (NGOS).

5.4 IMPLICATIONS FOR HOME ECONOMISTS

As the largest professional field concerned with family life and, as a field dominated by women, home economics should be at the forefront of efforts to facilitate sex role change through promotion of sex equality.

The traditional roles of husbands and wives be reviewed and the contemporary roles be designed and effected in the school curriculum for Home Economics, Social Studies and other related subjects. This should be taught to students right from primary schools through secondary to tertiary institutions.

Family life educators, practitioners, researchers and Home Economists should play an active and stable role in facilitating adaptation to changing women's role and eliminating sex role inequalities. New textbooks should be written to present

non-sexist role models. Young children should be made to enrol in traditionally female/male field of study in increasing rate without discrimination along sex line.

5.5 IMPLICATIONS FOR LOCAL STATE AND FEDERAL GOVERNEMNT

1. There should be job creation to remove stress and difficulties families are having so that the husband can provide adequately for the family.
2. Government should pump money into Home Economic institutions social welfare centres, and should be sensitive to the needs of Modern families, such needs as water, electricity, good roads to enable families cut down on hardships. This may enhance good relationship between husband and wives

5.6 RECOMMENDATIONS FOR FURTHER STUDIES

1. Investigation into the influence of wife's employment on husband's traditional roles in other parts of Nigeria.
2. The effects of wives employment on children is upbringing.
3. Stress experienced by employed
4. Women's satisfaction with the division of child care division of Household Labour in the home.

5.6 LIMITATIONS:

The major constraint of this study was that the responses of the subjects were not under the control of the researcher. Their responses formed the basis for the data used in this study and no effort has been made to control this.

5.7 The major constraint of this study was that the researcher was unable to retrieve all the distributed questionnaire due to lack of time.

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APPENDIX

QUESTIONNAIRE

Department of Voc. & Tech Education

Faculty of Education

Ahmadu Bello University, Zaria.

Dear Sir / Madam,

This survey is to gather information about the influence of wives employment on husbands traditional roles in Kwara State. The study is in partial fulfilment of the requirements for the award of a master degree in Home Economics (Home Management) in Ahmadu Bello University, Zaria.

In completing the questionnaire, please answer all the questions objectively and clearly as you can based on your opinion and experience. Your answers will be treated confidentially.

Thank you for your contribution.

Yours Sincerely,

Kudirat Tolani Olagunju

All Sections are to be completed

PART A

Section 1:- Demographic Factors

Please tick ( ) the appropriate box.

1. Gender: Male [ ] Female [ ]

2 Age of Respondent

(a) 15 - 19 years [ ]

(b) 20 - 24 years [ ]

(c) 25 - 29 years [ ]

(d) 30 - 34 years [ ]

(e) 35 - 39 years [ ]

(f) 40 - 44 years [ ]

(g) 45 - 49 years [ ]

(h) 50 and above [ ]

3. Highest level of Education

(a) University degree[ ]

(b) Higher Diploma [ ]

(c) N.C.E / O.N.D. [ ]

(d) Nursing Cert. [ ]

(e) Grade II TC [ ]

(f) SSC/ Technical [ ]

(g) Primary Education [ ]

(h) Any other (Please specify)_____

4. Occupation.

What is your occupation? Please indicate.

(a) Medical doctor [ ]

(b) Pharmacist [ ]

(c) Lawyer [ ]

(d) Manager [ ]

(e) Lecturer/Teacher [ ]

(f) Nurse [ ]

(g) Typist [ ]

(h) Civil Servant [ ]

5. Wife=s employment Status

(a) Shift work [ ]

(b) Night duty [ ]

(c) Part-time [ ]

(d) Full-time [ ]

6. Indicate number of hours spent at work.

Per Day		Per Week	
6 hours	[ ]	16 - 19 hours	[ ]

8 hours	[ ]	20 - 24 hours	[ ]
9.5hours	[ ]	25 - 29 hours	[ ]
12 hours +	[ ]	30 - 34 hours	[ ]
		35 - 39 hours	[ ]
		40 hours+	[ ]

7. Age of Marriage

(a) 5 years [ ]

(b) 6 - 10 years [ ]

(c) 11 -15 years [ ]

(d) 16 - 20 years [ ]

(e) 21 - 25 years [ ]

(f) 26 years + [ ]

8.

Age	1	2	3	4	5	6	7	8	9	10
Below 4 years 5 - 11 years 12 - 18 years Above 18 years										

9. What stage of family life cycle is your family ?

a) Beginning stage (husband & wife before the arrival of the first child)

[ ]

b) Expanding stage (husband & wife with all children in Nursery/Primary/Tertiary Institution.) [ ]

c) Contracting stage(husband & wife left with all children living an independent life outside home.) [ ]

10. Income of Spouses. Please indicate your salary grade level.

(a)	01 - 03	[ ]	(d)	10 - 13	[ ]
(b)	04 - 06	[ ]	(e)	14 and above	[ ]
(c)	07 - 09	[ ]			

Part B

Section 2

Factors which influencing me as a wife to work.

Please tick ( ) the statement which corresponds with your degree of agreement for taking up an employment.

	Strongly Agreed	Agreed	Un-Decided	Strongly Disagreed	Disagreed
I am working because of my training.					
I am working because of my spouse's positive attitudes towards my job .					
I am working because house work provides inadequate opportunity for the expression of intellectual interests.					
I am working because of satisfaction derived from working with other co-operatively.					
I am working because my husband is helping with some household chores.					
I am working because our children are old enough to care for themselves.					
I am working because of our family's increase financial demand.					
I am eworking now because I was working before I got married.					
I am working as a result of availability of employment. I am working so that I can meet my needs.					
I am working because my parents worked.					
I am working so that I can earn a good salary.					
I am working because of self-esteem derived from work.					
I am working so that I can plan for retirement.					

Section 3

Please indicate by ticking( )the appropriate person that perform the following roles.

	HUSBAND	WIFE	BOTH
Provision of money for food items.			
Buying the family car.			
Maintenance of family car.			
Buying of household equipment.			
Provision of money for building/renting/buying the family house.			
Purchasing of children's books.			
Buying of school bag and other learning materials			
Provision of money for children's clothing and other family members.			
Taking children to school.			
Taking children to see the doctor.			

SECTION 4

Who performs the following activities in the house ?

H - Husband, W - Wife, HG - House Girl.

	ALWAYS	FREQUENTLY	OCCASIONALLY	RARELY
	H W HG	H W HG	H W HG	H W HG
Meal Preparation.				
Meal Service.				
Cleaning up after meal.				
Shopping for family needs.				
Cleaning the house.				
Emptying the dust bin.				
Washing clothes.				
Ironing.				
Cutting the grasses around the house.				
Gardening.				
Home maintenance/ Improvement(repairs).				
Feeding the very young children.				
Feeding nappies.				
Bathing and dressing children.				
Getting children to bed.				
Helping children with home work.				
Family Budget.				
Discipline the children.				

SECTION 5

Give a general assessment of the marital stress experienced by husbands of employed wives. When the wife is working, the husband encounter the following problems:-

	Strongly Agreed	Agreed	Un-decided	Strongly Disagreed	Disagreed
Increase visitation to the doctor Become more of a house boy. Hours of his baby sitting is increased. Increase argument between his wife and himself. As suffers from sleepless night He has often thought of leaving home. He is regularly on sedatives. He consumes more than a bottle of alcoholic drink a day. He has psychiatric impairment. He has been diagnosed of having infectious disease. His central position in the family is eroded.					