INFLUENCE OF HUSBANDS' PARTICIPATION IN HOUSEHOLD TASKS ON WIVES' EMPLOYMENT IN KANO METROPOLIS, NIGERIA

BY

LADI ABDU USMAN

DEPARTMENT OF VOCATIONAL AND TECHNICAL EDUCATION
AHMADU BELLO UNIVERSITY, ZARIA - NIGERIA

OCTOBER, 2014

INFLUENCE OF HUSBANDS' PARTICIPATION IN HOUSEHOLD TASKS ON WIVES' EMPLOYMENT IN KANO METROPOLIS, NIGERIA

By

Ladi Abdu USMAN
MED/EDUC/02740/08-09

A THESIS SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES, AHMADU BELLO UNIVERSITY, ZARIA

IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF A MASTER DEGREE IN HOME ECONOMICS

DEPARTMENT OF VOCATIONAL AND TECHNICAL EDUCATION
FACULTY OF EDUCATION
AHMADU BELLO UNIVERSITY, ZARIA - NIGERIA

OCTOBER, 2014

DECLARATION

I declare that the work in this thesis entitled "Influence of husbands' participation in household tasks on wives' employment in Kano metropolis, Nigeria" has been carried out and by me in the Department of Vocational and Technical Education. The information derived from the literature has been duly acknowledged in the text and a list of references provided. No part of this thesis was previously presented for another degree or diploma at this or any other institution.

Ladi Abdu USMAN	_____	_____
Student	Signature	Date

CERTIFICATION

This thesis entitled "INFLUENCE OF HUSBANDS' PARTICIPATION IN HOUSEHOLD TASKS ON WIVES' EMPLOYMENT IN KANO METROPOLIS, NIGERIA" by Ladi Abdu USMAN meets the regulations governing the award of the degree of M.Ed Home Economics of the Ahmadu Bello University, and is approved for its contribution to knowledge and literary presentation.

Prof. A. Z. Mohammed	_____	_____
Chairperson, Supervisory Committee	Signature	Date
Prof. P.E. Onuigbo	_____	_____
Member, Supervisory Committee	Signature	Date
Prof. A. A. Udoh	_____	_____
Head of Department	Signature	Date
Prof. A. Z. Hassan	_____	_____
Dean, School of Postgraduate Studies	Signature	Date

DEDICATION

This work is dedicated to my dear husband, Imman M. Gwary and my loving sons, Abidan and the twins (Hassan and Hussaini); who came almost at the end of this programme.

ACKNOWLEDGEMENTS

All praise, adoration and thanks to almighty God, the Creator of the heavens and earth on whose will we exist; and who granted me wisdom, knowledge and opportunity to undergo this programme successfully.

The researcher is indebted to her able and wonderful supervisors; Professor A. Z. Mohammed and Prof. P.E Onuigbo for their tireless and immense contributions (intellectual and emotional) in making this research a success. Your labour will surely be rewarded. You are greatly appreciated.

Sincere thanks go to all my lecturers in the Department of Vocational and Technical Education; Prof. A.A Udoh, the Head of Department, Dr. Sani Ibrahim, the Departmental Postgraduate Coordinator; Prof T.O Ojo, Prof. E. Ike, Dr. S. L Ajayi, Prof. M.M Aliyu, Dr. M.F Ahuwan, Dr. E. Adamu, Dr. D.O Oni, Dr. I.M Haruna, Dr. B.I Okeh, Dr. Tunde Adesina and Dr. M. Abubakar for their contributions to this work in one way or the other during the researcher's postgraduate programme.

The researcher appreciates her beloved husband, Imman Gwary. This programme wouldn't have been a success without his moral, emotional, physical and financial support. The researcher's love goes to her son Abidan; for letting mum leave you at home at a very tender age all through the programme. To Saratu Idris, God bless you; for taking care of Abidan, the home and also supporting mum in prayers. Your labour will not go unrewarded.

The efforts, advice and moral support given by the researcher's mentor Mrs Martha Yusuf, will ever be remembered and appreciated. To Dr. Jummai Alhamdu, the researcher says the Lord bless you; for patiently going through the work. This work wouldn't have been meaningful without the input of Mr. John, the researcher's statistician. You are highly appreciated.

The researcher would not forget the efforts of Mr. Eddy, Bashir and Marcus Amedu who have typed and edited this work through its stages. To the research assistants, God will bless your efforts in helping the researcher to share and retrieve the questionnaire.

USMAN Ladi Abdu

TABLE OF CONTENTS

TITLE PAGE i
DECLARATION ii
CERTIFICATION iii
DEDICATION iv
ACKNOWLEDGEMENTS v
LIST OF TABLES ix
LIST OF APPENDICES x
OPERATIONAL DEFINITION OF TERMS xi
ABSTRACT xii

CHAPTER ONE : INTRODUCTION

1.1 Background to the Study 1
1.2 Statement of the Problem 5
1.3 Objectives of the Study 6
1.4 Research Questions 7
1.5 Research Hypotheses 7
1.6 Significance of the Study 8
1.7 Basic Assumptions 9
1.8 Delimitation of the study 9

CHAPTER TWO : REVIEW OF RELATED LITERATURE

2.1 Theoretical Framework 10
2.1.1 Conceptual Framework 13
2.2 Gender Roles of Family Members 15
2.3 Factors Motivating Wives to Work outside the Home 17
2.4 Factors Influencing Husbands' Attitude on Household Tasks Performance and their Effects 19
2.4.1 Economic Contribution as a Determinant to Housework by Couples 19
2.4.2 Educational Qualification and Social Class of Husbands 20
2.5 Opinions of Husbands and Wives on Household Tasks 21
2.6 Difficulties Posed to Husbands in the Performance of House Chores 24
2.7 Jobs Performed by Husbands in the Home 26
2.8 Challenges of Career Wives in the Home 26

2.9 Empirical Studies 28
2.10 Summary of the Reviewed Literature 33
CHAPTER THREE : RESEARCH DESIGN AND METHODOLOGY
3.1 Research Design 35
3.2 Population for the Study 35
3.3 Sample Size and Sampling Procedure 36
3.4 Instrument for Data Collection 37
3.5 Validity of the Instrument 38
3.6 Pilot Study 38
3.7 Reliability of the Instrument 39
3.8 Procedure for Data Collection 39
3.9 Procedure for Data Analyses 39
CHAPTER FOUR : DATA PRESENTATION AND ANALYSIS
4.1 Demographic Data of Respondents 41
4.2 Answers to Research Questions 46
4.3 Test of Null Hypotheses 59
4.4 Discussion of Findings 66
CHAPTER FIVE : SUMMARY, CONCLUSION AND RECOMMENDATIONS
5.1 Summary 69
5.2 Conclusion 71
5.3 Recommendations 71
5.4 Suggestions for Further Studies 72
REFERENCES 73
APPENDICES 79

LIST OF TABLES

Table 3.1 Summary of Population for the Study 36
Table 3.2 Sample size for the study 37
Table 4.1 Distribution of respondents by age 42
Table 4.2 Distribution of respondents by educational qualification 42
Table 4.3 Distribution of respondents by types of occupation 43
Table 4.4 Distribution of the respondents by nature of their working schedule 44
Table 4.5 Distribution of the respondents by number of hours spent at work 44
Table 4.6 Distribution of the respondents by their number of children 45
Table 4.7 Distribution of the respondents by their stages of family cycle 45
Table 4.8 Distribution of the respondents by type of family 46
Table 4.9 Opinions of wives on motivating factors in their jobs 47
Table 4.10 Opinions of effects of occupation, age and education on husbands' participation in household tasks 49
Table 4.11 Opinions of wives and husbands on specific household tasks mostly performed by them 51
Table 4.12 Opinions of the respondents on the difficulties faced by husbands of employed wives in their participation in household tasks 56
Table 4.13 Opinions of the wives on their performances or input at work 58
Table 4.14: Regression estimates of husbands' performances in household tasks as influenced by occupation, age and level of education and the performances of their employed wives 60
Table 4.15 Correlation between participation of husbands in specific household tasks and the performances of their employed wives at work 61
Table 4.16 Relationship between difficulties husbands of employed wives face in household tasks participation and their wives input at work 62
Table 4.17 Analysis of Variance on impact of husbands' participation in household tasks on the job performance by different occupation of their wives 63
Table 4.18 Mean scores of respondents by type of occupations on impact of participation in household tasks on their job performance 64
Table 4.19 Result of Scheffe procedure on the mean scores 64
Table 4.20 Summary of tested hypotheses of the study 65

LIST OF APPENDICES

APPENDIX I: Letter of Introduction.....79
APPENDIX II: Instrument for Data Collection.....80

OPERATIONAL DEFINITION OF TERMS

Household tasks : These are the day today activities performed in the home (sweeping, fetching water, cooking, cleaning, laundry, gardening, baby care etc). Household tasks, household chores, household work are interchangeably used in this study.

Dual career wives : These are married women who combine household work and paid jobs outside the home.

Role over- load : This is the combination of hours spent at work and the hours spent in household chores by employed wives.

Husbands' Participation in household tasks: This refers to the implementation of tasks (male and non-male) in the home, such bathing children, washing and ironing, fetching firewood, cooking, emptying waste bin, gardening and the like.

Wives' participation in household tasks: It is a situation where employed wives participate in the daily household work like cleaning, helping kids with homework, cooking, feeding babies, carrying out some home repairs etc

ABSTRACT

The thesis titled 'Influence of husbands' participation in household tasks on wives' employment' focused on the world of working mothers; the rigors and challenges they face everyday in order to fulfill their office and home obligations. As the numbers of employed mothers rise daily, in the face of economic difficulty; many of these wives experience role over- loads and stressful conditions which may affect their input at work, as well as their emotional and social well-being at home with family members. The ability to juggle both worlds by the wives and especially the support from their husbands may make a lot of difference in the life of the working mothers and wives. Five specific objectives were set among which were to identify factors motivating wives at work, to determine the difficulties posed to husbands by their performance of non-male traditional tasks in the home. Similarly, five research questions were answered and five hypotheses were tested. Descriptive and survey research design were used for the study. Six thousand, seven hundred and sixteen (6,716) subjects were the population for the study; while a sample of three hundred and thirty-seven (337) was selected using proportionate sampling technique. The instrument for data collection was a structured questionnaire which contained forty-five (45) items, which was designed on a four-point rating scale. Frequencies, percentages and mean were used to answer research questions. Pearson Product Moment Correlation (PPMC), Ordinary Least Square (OLS) regression model, and One- Way Analysis of Variance (ANOVA) were the statistical tools used to test the hypotheses at 0.05 level of significance. All the four hypotheses were rejected. The major findings of the study revealed that yearning for improvement of the employed wives' standard of living and family financial status were some of their motivating factor; age, occupational status and educational level affect husbands' direct participation in household tasks, husbands of employed wives were more involved in relatively male- inclined and less strenuous household tasks. Based on the findings, it is concluded that inadequate finances and self fulfillment were some motivators for employed wives at work. Vivid factors like type of occupation, position attained, fear of loosing respect as head of the family, personal schedules, fear of being called names by people restrained husbands of employed wives from participating effectively in household work. It is recommended that curriculum planners should stress and strategize the teaching of home economics subject in primary and secondary schools with full practical so that boys will get used to non- male tasks as they advance in age and academics. Governmental organizations (ministry for women affairs, social welfare and other related organizations) should advocate on behalf of employed wives' challenges and role- overload; and seek better ways to better their condition through their husbands' positive response in household tasks.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Marriage and family are perhaps society's oldest and most resilient institutions from the beginning of human life. People have grouped themselves into clans and families in order to find emotional, physical and communal support. David and John (2006) asserted that living in such a close relationship can be so challenging. Friction can arise and, if not tackled well may lead to unhealthy and dysfunctional relationship.

In the colonial era, according to Kano (2009), most families in Kano metropolis were generally self-sufficient and contented to a large extent. This was because the husbands were either gainfully employed, or engaged in some kind of trade. Women, on the other hand, were considered the encyclopedia of professions when it comes to family administration in the home. They ensured moral, social, physical, emotional and even intellectual development of family members, apart from cooking, child-bearing and rearing

As civilization, industrialization and technological advancement rose, families found themselves metamorphosing into series of functional structures. The large or extended families of yester years shrunk into nuclear families as the present norm demands; so the unceasing demand from family members and relations necessitated men to move out of their normal jobs or trades for more greener pasture, which could still not meet up with the sky-rocketing prices of the essentials of life (Food, clothing, rent, school fees). The reasons above might be what led educated wives to seek for employment out of the home, in order to augment their husbands' earnings which may help better their standard of living and that of family members. Hobart and Frankel

(2010) agreed with this as they stated that women need to work to improve their standard of living (which is one of the motivating factors).

Employment is any job, work or activity that enables an individual have some income. A person may be self-employed or may work under an employer. It is the state of being employed, having a job or occupation for which one is paid. By implication, wives' employment means the work or jobs married women engage in outside the home for which they receive payment. Nwankwo (2011) narrated that Nigerian families' lives are full of challenges, because of the ever increasing cost of living, expenses on education of children and cost of housing properties forced most married women out of their familiar home making duties for jobs that were even considered suitable for men. This they go through in order to increase the family income, she asserted.

Men married to working women were found to be participating in shopping and household work. This may serve as a fortifier to the input of women at work. It goes to say that husbands were assuming more responsibility for female tasks and that made the women to seek for jobs outside the home. There's also a trend in recent times in the change of men's and women's roles. Women were employed either to augment the family's income or because of career fulfillment, while men are taking a more active role in parenting and in sharing household responsibilities. A study revealed that the experiences of bachelorhood may shape men's attitude about gender roles. A man may likely prepare his meals and do other household labour thereby becoming less traditional. This, therefore, guarantees the exit of his wife for paid labour outside the home. Despite that, men of employed wives may not perform effectively in the house chores and this may cause increase in role overload which were positively related to both depression and inner conflict in employed mothers.

Usoroh and Iyang (2008) added that multiple roles of working outside the home and performance of household work pose tremendous stress on married women and mothers.

. Household tasks are the day- to- day activities and challenges carried out in the home for the comfort of family members and others. Some household tasks performed in the home by women to include fetching water/fire wood, food processing and meal preparation, while motherhood duties include child-bearing, rearing, socialization and caring for all family members. Performance of household tasks are things that almost all women have in common, whether they are old or young, married or not, full time, part time or paid employees. No matter the educational level of a woman, or how well placed she is in the society, she ensures that the domestic work is effectively carried out (Kamu, 2009). Household tasks are also routines or occasional activities such as shopping, cooking, cleaning, clearing and laundry. Such activities are undertaken on a regular basis for the well-being of the family members.

The husband is regarded as the head of the family and wage earner. The ability of the husband to pilot the affairs of the home and declares final judgment on issues determines to a large extent, the stability, emotional and social well-being of the family members. Since the home is a mini society, the willingness and consideration of the husband to give a helping hand in the day- to-day running of the home may not only result in creating free, loving atmosphere and interaction, the male children may also emulate their father's virtues and practice such in their homes in the future. Husbands' participation in household tasks refers to the implementation of tasks (male and non- male) in the home, such as laundering of clothes, baby care, gardening, preparation of meals, making of bed, fetching water/firewood, garbage

disposal, general cleaning and home repairs. It is significant to note that employed couples have essential role to play as parents and directors in order to meet up with sanitation standard and general well being of every family member in the home. Getting the household tasks done implies either cooperation or conflict among spouses or with family members. This demands constant negotiation, understanding and positive attitude among the members of a household.

The extent to which husbands participate in household chores may ease the wives' tension, stress and role overload, thereby improving their input at work; and back at home, the atmosphere may be comforting and cordial. The behavioural flexibility in the performance of non-male traditional roles by husbands in the home is a catalyst to both the children and the employed wife. This cooperation by men doesn't come without some problems and/ or difficulties. Sometimes, women set impossible standards on the various tasks performed; for instance expecting the husband to load the dishwasher correctly, when he cooks he should clean up perfectly as he goes along and doing the dishes promptly not later. This lack of appreciation may hinder further involvement of men in household chores; which definitely bounces back to the wives; in that the dual task of managing the home by wives and being employed may increase the problems (Physical/emotional) in effectively accomplishing household work.

Kore (2000) reported negative attitude displayed by parents, relatives and friends towards any man seen performing feminine activities, especially in the home; especially in the African set up. This is likely to deter men from helping their wives with household tasks; for fear of being equated to nanny, cook or being a "woman wrapper". The husbands may feel it is an abuse of gender. Some men may likely be apprehensive because their working wives may rob them of being the masters of the

house as a result of participation in household chores; though some educated men care less. This study therefore investigated the 'the influence of husbands' participation in household tasks on wives' employment in Kano metropolis, Nigeria'.

1.2 Statement of the Problem

The family is a social unit where love, responsibility, understanding and interaction are experienced on daily basis among members. The father and mother are usually the coordinators of such. The husband and the wife need to work together to keep a household running smoothly.

The situation in Nigeria and the harsh economic realities, coupled with dwindling income of most families; husbands of employed wives cannot shoulder the huge tasks of catering for the family needs alone, as well as sponsoring the children to school. For these and other reasons married women were forced out of their normal home duties to pick up paid jobs. The employment on the other hand, has posed a lot of challenges to working wives regarding the time they need to reach their working places and the hours to put in at work, as well as the time they need for duties at home. Information gathered through interactions revealed that the employed wives face a lot of role overload due to the dual responsibility. In addition to their office work, employed wives have to mother their children, keep the home and cater for their husbands. Many of them also provide and contribute financially towards the up-keep of their homes.

As the number of employed wives continues to rise in the face of economic difficulty; many of them experience role overload, emotional and stressful conditions; which may affect their input at work, as well as their emotional and social well-being at home with family members. Work suffers for working mothers each day as they must dress up their children for school, do some runs as the day go by depending on

the need of the family members. The working wives also face domestic hazards such as fire outbreak, theft and accident; all in the rush to meet up with office time. Their children are usually left in the mercy and care of the housemaids and crèche caregivers. In the office, they have to put in extra work in the office than their male counterparts before they can gain recognition; all these they go through to support the family materially and financially.

As the manager back at home, an employed wife is expected to instruct and coordinate all activities, giving attention to the kids and husband in order to let them know that the working mother and wife still recognizes. Experts think the working mothers' tasks will be reduced if the husband cooperates with them. They believe sharing responsibility can help reduce their burden. For instance the husbands may decide to pick up kids from school and assist in laundry on weekends. Similarly, the number and types of household tasks performed by husbands, aside their traditional role, and how these will influence their wives' input in their offices necessitated this research in Kano metropolis.

1.3 Objectives of the Study

The major objective of the study was to assess the influence of husbands' participation in household tasks on wives' employment. The specific objectives were to:

i. identify the factors motivating employed wives at work in Kano metropolis;
ii. examine the effects of age, occupation and level of education of husbands on their participation in household tasks;
iii. determine the opinions of employed wives on the performance of specific household tasks by their husbands;

iv. determine the effect of the difficulties posed to husbands by their performance of non-male household tasks on their wives' input at work; and

v. examine the impact of participation in household tasks by husbands on their employed wives at work.

1.4 Research Questions

The study sought to find answers to the following research questions:

1. What factors motivate employed wives at work in Kano metropolis?
2. What effects do age, occupation and level of education of husbands have on their participation in household tasks?
3. Which specific household tasks are mostly performed by husbands of employed wives in Kano metropolis?
4. What difficulties do husbands of employed wives face as a result of performing the non-male household tasks on their wives' input at work?
5. What impact does the participation of household tasks by husbands has on their employed wives at work?

1.5 Research Hypotheses

The researcher postulated the following null hypotheses for the purpose of this study:

$H_0$1: There is no significant relationship between husbands' performances of household tasks as influenced by occupation, age and level of education and the performance of their employed wives at work in Kano metropolis.

$H_0$2: There is no significant relationship between the performances of specific household tasks by husbands of employed wives and the performances of their wives at work in Kano metropolis.

$H_0$3: There is no significant relationship between the difficulties husbands of employed wives face in the performance of household tasks and their wives' input at work in Kano metropolis.

$H_0$4: There is no significant difference in the opinions of employed wives of different occupations on the impact of participation in household tasks on their job performance in Kano metropolis.

1.6 Significance of the Study

The result of the study will be beneficial to career husbands and wives, children, curriculum planners, bachelors, spinsters, marriage counselors and the clergy. It will bring to light the importance of husbands' participation in the general activities in the home; amidst their tight schedule outside. It will enlighten husbands to understand what rigorous and challenging activities career wives go through daily in order to augment the family's income, thereby motivating them to assist in household tasks; which in turn will reduce the work overload faced by working wives. The result of the study will make husbands appreciate all efforts put in by their wives as they struggle to balance up with their dual role. Wives will appreciate and encourage their husbands as they assist and will do more to improve and foster conducive and comfortable environment for all members of the family. Home economics students, particularly those in family life education, through the result of this research, will be enlightened on the experiences of employed wives and their husbands' activities in the home. The result of the study will motivate them to involve men in discussions during seminars and workshops in order to steer their minds towards seeing the need to participate actively in household chores. More employed women will be encouraged to voice out their experiences in the media, which will go a long way in sensitizing the men folk of their dual role ordeal.

The result of this study will aid home economics curriculum planners and evaluators to emphasize the teaching of home economics to pupils and students (both sexes) in primary and secondary schools. Male children and bachelors, as a result of this study will in the future apply the experience in their matrimonial homes. The clergy, as well as marriage counselors, will benefit from the result of this study as they carry out their professional duties with couples facing family crises. This study will therefore stir more academicians into conducting more research on family matters and other relating issues.

1.7 Basic Assumptions

The following assumptions were made in relation to this study:

a. Husbands, in most cases may not participate adequately in household tasks that will enable their wives settle and perform their work with ease in the office.

b. Most husbands may participate in minimal and unnoticeable tasks.

c. Husbands may not be able to give highlight on tasks preferred by them in the home.

1.8 Delimitation of the study

The study was restricted to Kano metropolis, comprising six (6) local government areas. The research was also delimited to working class wives in the Kano State civil service within the metropolis. The researcher used the employed wives to reach their husbands within and without the civil service.

The reason for choosing employed wives is that, they are in a better position to assess how their husbands' participation in household chores, will influence their input in the office. Again, the employed wives are the peculiar group faced with challenges of dual function (home care and career).

CHAPTER TWO

REVIEW OF RELATED LITERATURE

The researcher reviewed related works under the following:

2.1 Theoretical Framework

2.1.1 Conceptual Framework

2.2 Gender roles of family members

2.3 Factors motivating wives to work outside the home

2.4 Factors influencing husbands' attitude on household tasks performance and their effect

2.5 Opinions of husbands and wives on household tasks

2.6 Difficulties faced by husbands in performance of house chores

2.7 Jobs participated in by husbands at home

2.8 Challenges of working wives in the home

2.9 Empirical Studies

2.10 Summary of reviewed literature

2.1 Theoretical Framework

People's lives are full of diverse experiences. They gain ideas and set principles based on a certain subject matter or any aspect of human life. They develop these ideas and explain why things happen or exist in a theoretical form. According to Cobb (2001), a theory consists of statements arranged from the very general to the specific. It reflects models from which it is derived. A theory is therefore constructed in order to explain, predict and master phenomena; for instance relationship, events or behaviour.

Work is fundamental to the human condition. It determines what we do for much of what we think about. It allows engaging with other people and helping us to define our sense of identity. Work certainly provides us with access to the material necessities of life, as well as to the advantages and achievements of civilization. Its allocation, organization, management and reward are therefore significant. How these are undertaken in gainful employment tells us much about the views and values we hold as a society (Abott, 2006).

This study finds theoretical bedrock in the new household economic theory of Becker, (1965) employment relations theory by Mayo, (1933), Maslow, (1954), and Child, (1969); systems theory developed by Dunlop, (1965); as well as the radical feminist theory of Kanter, (1983) and Calas and Smircich (1996).

The Becker's new household economic theory is of the view that time is valuable and categorized into two; labour time and consumption time. This implies that he sees the consumer as either a worker outside the household or as a consumer within the household. Becker measures the value of non-work time which includes household work, by using the term 'forgone' income or 'lost' income. This can be interpreted to mean that work or even production within the household is done at the cost of losing market income. The cost of time is less for commodities that indirectly contribute to earnings. These commodities Becker called 'productive consumption' which include sleep and food. According to Becker, household work is assigned only the role of labour reproducer and the purchaser of market goods. Household members are taken care of within the household sphere in order for these members to be efficient servants of the market economy.

The human relations theorists (Mayo, Maslow and Child) stated that the reduction of organizational tension is held to rest on the ability of individuals to

achieve self fulfillment in the workplace. According to them, workers are regarded as qualitatively different to other resources used in production; and that if denied the autonomy on the job or are reduced to acting as mere extensions of there machines they operate, or are given work that inhibits their capacity to create and think, it is argued that they will invariably find ways to subvert the methods of control that enforce these conditions. The principal task of management on this conception is to manipulate workplace relations in ways that enable employees to feel personal satisfaction due to freedom in use of their skills and speech.

Another theory developed by Dunlop; is the systems theory; which holds work to be governed by a wide range of formal and informal rules and regulations; which cover everything from recruitment, holidays, performance, wages, hours and a myriad of other details of employment. The theory asserts that these rules are what industrial actors try to determine, that their establishment is influenced by the wider environmental context in which the actors themselves share an interest in maintaining the processes of negotiation and conflict resolution.

This research also premised on Kanter's liberal feminist; Calas and Smircich's radical feminist theory which seek to establish women as the equal of men, and to this end argue the need for policy reform; the dispensing of sex stereotypes and the removal of barriers to advancement in all areas of social, economic and political life. In the field of employment relations, this can take form in such things as equal employment opportunity and affirmative action legislation and management programmes. On the other hand, Calas and Smircich argue in favour of a new set arrangements; one where women would function separately and establish organizations that practiced inclusive forms of decision making, communal leadership, flexible and interactive job designs, and equitable distributions of income.

The above theories explain the situation of the present research, in that when the employed wives are able to cater for their household members adequately due to the assistance in housework by their husbands, the family members will be efficient servants of the market economy. On the other hand, the employed wives will have equal opportunity in their work place; where they will be allowed to exercise freedom of speech and develop their God- given skills in order to achieve self fulfillment and personal satisfaction. This in turn will boost development in the work force; hence a vibrant economy and healthy nation.

2.1.1 Conceptual Framework

It is important to give clarity on some key concepts to be used which various scholars have adopted over the years. The concepts form the causal relation in the variables in this study. Work is an activity that involves physical and mental actions directed towards the achievement of a goal. It produces something of value for people (Okpala, 2009). Employment, according to Olujuwon (2004) is any job, work or activity that enables an individual have some income; whether big or small. It is therefore a state of being employed, having a job or occupation for which one is paid.

Herring (2012) defined task as set of instructions that need to be executed to achieve specific objectives; a piece of work assigned or done as part of one's duties which may be difficult or tedious. Tasks can be planned in a more formal set up. Gerda and Tobi (2011) viewed household as a group of people who live together in a single unit. They must either be connected by marriage, civil partnership or be a registered couple. The people in a household belong to each other because they relate and are familiar with each other. Gerda and Tobi also saw household as group of people sharing resources, expenditures and activities.

Anyakoha and Eluwa (2010) explained that marriage is very important in every society, because stable marriages produce stable families, which in turn produce stable societies. They also stated that the family is an institution which passes on culture to children, channels sexual appetite and provides the means of satisfying human needs. Marriage, according to Omoegun and Olayinka (2002), is primarily for the procreation of children; though some marriages are meant to consolidate wealth, security over property or to provide companionship for the couple. Ayankunle (2003) declared that marriage is the fulfillment of deepest need to be part of another person's life, and also be trusted by that person that is held dear.

According to Thomas (2003), marriage and family are very important twin institutions in the society; through which peace, harmony, stability and prosperity are determined, to a large extent. Ololubou (2004) therefore defined marriage as a union between a man and a woman from different families, who have come together to become husband and wife. To David and John (2006), marriage is by nature, a multifaceted institution which is said to be an emotional and legal commitment of two people sharing emotional and physical intimacy, various tasks, as well as economic resources. It makes up the community. Similarly, Jacob and Jorge (2007) saw marriage as a legally and socially sanctioned union, usually between a man and a woman, that is regulated by laws, rules, customs beliefs and attitudes that prescribed the rights and duties of the partners and accord status to their offspring (if any).

Santrock (2002) saw family as tightly knit group; the problems of one member touches them all; while the US Bureau of Census, in David and John (2006), affirmed that it is a group of two or more persons related by birth, marriage or adoption and residing together in a household including the householders; while Nwankwo (2009) stressed that the family is the smallest but powerful unit of the society. It is an

important income earning, consumption and decision making unit in all societies. Nwankwo added. Conclusively, family is wherever you find love support and encouragement. It is wherever you feel welcome and a sense of belonging (Kamu, 2009).

2.2 Gender Roles of Family Members

In the nucleus of every family, there exist various members comprising male and female. Each of these members is expected to perform certain roles as part of a daily routine. According to Wheeler and Arvey (2001), gender role refers to the set of social, behavioural and attitudinal roles, expectations, and norms that, within a specific culture are either formally or informally required or widely considered to be socially appropriate for individuals of a specific gender to identify. Gender roles are constructed for various genders in order to channel their energies towards some socially ordained goals, which are either commonly shared or affixed from the top (Kenziedark, 2009).

Ahiede (2005) explained that boys and girls in Edo state, Nigeria, are treated alike in carrying out household chores. It is not a strange thing to see a boy sweeping, pounding yam or doing other duties regarded as feminine. Girls among the Ashanti people of Ghana are taught wifely duties by their mothers during puberty rites and festivals. The boys, on the other hand are taught to be responsible husbands by their fathers. They are trained by their fathers on a skill or sent to school, while girls are taught cooking and housekeeping skills by their mothers (Fuoyo, 2010).

Slonim (2001) asserted that the father is responsible for discipline and is apt to be strict. The father rebukes, advices, and even punishes where necessary. Srujana (2006) declared that both men and women work in the fields in Kenya. It is estimated that women do up 80% of the work in rural areas in Kenya; in addition to field work,

they cook, take care of children, tend vegetable gardens, fetch water and sell food in the market. The exile of their husbands to cities for paid jobs adds to their workload.

A Filipino father is the principal breadwinner and nominal head of the family. His income is the basis of its economic security. Although the wife shares in the exercise of authority and helps make decisions, the husband has the final say. The also husband provides leadership in determining the goals and aspirations of his family (Chaun 2010). The wife's role on the other hand is that of home making, rearing children, inculcation of religious ideals and managing the household affair. Whatever success the children may achieve is usually attributed to her. Her association with the children is closer than that of the fathers (Cedar 2010).

Cobb (2001) explained that little boys not only do things they see their father, big brothers, and uncles do, but may, on some occasions do some things mom and their big sisters do as well. This also applies to the girls. Ityavyar and Obiajunwa (2001) and Volzebeer (2005) agreed that a typical Nigerian woman was taught and trained from childhood to emphasize her feminine nature and suppress anything in her that might be considered masculine, so as not to upset the traditional distinction between men and women. She was trained in household duties (career and vocational ambition suppressed); as she grows from adolescence to adulthood.

Olagunju (2000) asserted that in most societies cultural norms designed for women are mainly in their domestic and marital roles. If they work, they are regarded merely as secondary or supportive earners; because the husbands are always regarded as the main providers. Amos (2001) reported that the level of unpaid labour carried out by women is higher than that of men. Aside child bearing, women take care of the men, wash clothes, run the mill, go to farm, take care of the children, wean them, provide them with emotional comfort and then work outside the home as an

employee. Women have been those traditionally taking on domestic chores, with greater responsibility for the family, and monitoring the routine tasks that are capable of guaranteeing acceptable standards of household cleanliness and nutrition (Gaspar and Klinke, 2009).

According to Nwoye (2001), the husband is the sole breadwinner of the home. He is duly recognized and firmly understood as the undisputed head of the family; the one on whose shoulders rests all, or at least the major burdens of the expenses of the family. Nwoye added that the wife on the other hand, is regarded as the chief home maker, whose major role is to cook for the family, clean the house, care for the children and assist the husband in tending to his farm or other things as the case may be. Sasaki et al in Okada (2008) analyzed and suggested two types of fathering prominent in Japanese society. The traditional fathering type viewed men as economic family supporters and distant from their children. In this type, mother's and father's roles are very different. The gender equal fathering, on the other hand, viewed fathers as partners in child care and household responsibilities. Mothers and fathers play the same roles irrespective of their family cycle.

2.3 Factors Motivating Wives to Work outside the Home

The day today experience of every family comes with a lot of challenges, especially finances. The wife, as the manager of all the resources in the home, is left to take decisions; especially when financial support is inadequate. Deji-Fatile (2009) narrated that married women in highly populated cities are faced with high cost of living. This range from food, clothing, shelter and other essential amenities like schools and hospitals. The challenges necessitated women out of their familiar home-making duties for jobs that were considered suitable for men; jobs such as night shifts.

This they go through in order to increase the families' income; a motivating factor on the wives' angle, and a sacrifice.

Perry and Perry (2000) asserted that men married to working women are participating in shopping and household work. This may serve as a fortifier to the input of women at work. Another motivating factor, according to Wheeler and Arvey (2001) is that husbands are assuming more responsibility for female tasks and that makes the women seek for jobs outside the home.

Kelly-plate and Eubanks (2004) reported the changes in men's and women's roles. Women are employed to augment the family's income or for career fulfillment, while men are now taking a more active role in parenting and in sharing household responsibilities. The dual task of managing the home by wives and being members of paid labour force may increase the range of problems (Physical/emotional) involved in accomplishing household work. It is a role overload that all career women face. The effective accomplishment of household tasks, if the husband participates, frees the home maker to choose the use of her time inorder to broaden her own sphere of activities and to meet changing situations (Bryan, 2000). Findings by McGovern and Meyers (2002) revealed that women are no longer considered as homemakers alone; they are encouraged to develop careers and interests outside the home. In addition, finances often require families to have two incomes.

Similarly, Madueke (2006) stressed her zeal to excel in her job as a result of the support given by her husband in the home. "I even work on my files at home and my husband supports and helps me whenever he is available;" Madueke concluded. Corrigall and Konrad, in Forste and Fox (2008), also reported that in gender egalitarian societies, there is greater emphasis on income, which encourages the employment of women and lessens the importance of fulfilling traditional roles. In a

similar view, Pitt and Borland (2008) found that the experiences of bachelorhood may shape men's attitude about gender roles; a man may likely prepare his meals and do other household labour thereby becoming less traditional. This therefore guarantees the exit of his wife for paid labour outside the home.

2.4 Factors Influencing Husbands' Attitude on Household Tasks Performance and their Effects

Attitude may be a push or drive that makes one to act either positively or negatively towards certain situations; which might be as a result of an earlier action. Some factors influencing husbands' attitude to housework are that as they advance in age, their amount of activity and agility lessens. Fremion (2006) stated that husbands close in age with their wives contribute more to household tasks; and Model (2009) added that attitudes about home tasks role division may be influenced by individual factors such as age, culture, and social class. The types of paid work husbands perform either encourage or discourage them from performing house tasks. Egbemode (2009) stated that he finds time to cook, prepare the children for school, shop items for home use and sometimes cleans the dishes. Presser, in Gaspar and Klinke (2009), found that husbands whose wives work different shifts tend to increase their domestic task performance. In another view, Barkhorn (2013) declared that sisters appear to do less household work even in middle age.

2.4.1 Economic Contribution as a Determinant to Housework by Couples

The contribution of economic resources towards the day- to-day upkeep of the family between husband and wife is a matter of understanding among couples. According to Moore and Sawhill, in Volzebeer (2005), financial power in the home is greater among wives who have prestigious occupations; wives who are most committed to their jobs and whose salaries exceed those of their husbands. Similarly,

Baxter and Western (2006) discovered that the contribution of economic resources between husbands and wives was found to be a significant determinant to household work division. Wives earning higher salaries than their husbands tend to spend more time at work while their husbands spend more time on household work.

Interestingly, the level of some male involvement in domestic chores is related to the financial contribution of their wives. Men married to women with about equal earnings perform the most housework, (Greenstein, 2000). Olagunju (2000) concurred with Greenstein, reporting that husbands participate in household tasks according to the economic position or contribution of their wives.

Bittman, England, Folbre, Sayer and Matheson (2003) believed, according to the relative economic resource perspective, women's ability to bargain over the performance of unpleasant household tasks is enhanced when their earnings are relatively high compared with their spouses' earnings. Most studies found that the greater the earnings of women, compared with their male partners, the greater men's relative participation in routine housework (Blair and Lichter, 2001, Sanchez and Thomson, 2007). Model (2009) also observed that the smaller the income differential between spouses, the greater male housework participation becomes. Scanzoni, cited in Model (2009) explored the effect of husband-wife income ratios among couples of 22-33 years of age. He found that as the wives' relative income rose, so did males' participation in cooking and dishwashing.

2.4.2 Educational Qualification and Social Class of Husbands

Another contributing factor to husbands' attitude toward household task is educational qualification. According to Sanchez and Thomson (2007), husbands' performance of the non-male traditional household tasks is related to their educational qualification. Husbands with a high educational qualification are more willing to

share in the performance of household work than those with low educational qualification. Blood, Wolfe and Brines in Gaspar and Klinke (2009), stated that higher income and level of education determine the symbolic power that one spouse has over the other, and appear to be used to evade home task duties. Additional findings showed that when a woman has a liberal view of the male role, the man will share more in household work; liberal views allow men to participate in meal preparation, parenting and house cleaning roles, (Fremion, 2006). Model (2009) also noted that high level of education and being part of the labour force were thought to promote liberalism. Moreover, when educational credentials are taken into consideration, some studies have shown that better educated men do more domestic activities, while better educated women do less (Coltrane, 2000; Pittman and Blanchard, 1996; Presser, South and Spitze, 1994 in Gaspar and Klinke, 2009).

2.5 Opinions of Husbands and Wives on Household Tasks

Once a family is set up, the need to make activities run smoothly for the betterment of all the members become necessary. The attitude of the head of the family in this matter, therefore, affects its success. Gross, Crandall and Knoll (2002) and Carpenter (2004) believed that attitude is a feeling that brings about change in behaviour, in a particular situation or circumstance. This implies that if husbands should view household tasks as the general activities for all sexes; the work overload on the part of their employed wives will be less.

Similarly Sheriff and Sheriff, cited in Faruna (2001) stated that attitudes are inferred from characteristics, as result of consistent and selective modes of behaviour that are directed towards or against relevant objects or events. Pyke and Coltrane (2009) found husbands' attitudes to be the best indicator of sharing domestic chores. So if employed wives stop viewing house work purely as their responsibility, their

husbands will be participating adequately. Gaspar and Klinke (2009) concurred with the above when they stated that getting the household tasks done implies either cooperation among couples or other family members, and demands constant negotiation and positive attitudes among those who share the same roof.

Udokwu (2010) believed in the proper functioning of men in the family. *"I believe in the family unit. God left some aspects of creation for man to continue; and of course, we have all come to accept the fact that the family is the first institution God Himself established. I do my work and then return to my family to be the father and husband that I should be."*

Perry and Perry (2000) stated that men married to employed women participate in shopping and some household work. Couples have recognized the advantages of abandoning the rigid division of economic (for husbands) as well as household responsibilities (for wives) on the basis of the traditional stereotypes. Wheeler and Arvey (2001) observed that financial resource and family development theories are factors related to male and female shared responsibilities. A positive correlation was found between liberal attitudes of husbands towards female tasks. Liberal individuals may perceive that they are doing more non-traditional activities which are acceptable to their behaviour patterns. The financial resource theory findings, according to Wheeler and Arvey, revealed that employed wives were assuming reduced female tasks. This was due to husbands' assumption of more responsibility for female tasks. Werner-Davis (2003), on the contrary found that when wives are sexually responsive to their husbands, the husbands are more open to helping in areas outside the bedroom, such as with the housework.

The experience of bachelorhood may shape men's attitudes about gender roles. When a single man is no longer being supported by his parents or other care givers in

dormitories, the military or prison, for example, he assumes responsibility for at least some household labour. He is likely to have to prepare meals and keep himself and his home clean. As men become more comfortable with female typical household tasks through this experience, they become less traditional in their attitudes towards gender related roles, hence the belief that domestic work is not the sole responsibility of women (Pitt and Borland, 2008).

A conclusive research on the connection between role ideology and the household division of labour by Blair and Lichter, 1991; Baxter, 1996 and Perry-Jenkins, 2001 in Pitt and Borland (2008) declared that husbands with less traditional gender role attitudes are more likely to perform female- typical housework, and to execute more house labour in general. But Gerson in Pitt and Borland (2008) were of the view that adult experiences like marrying less traditional women, lead men to reconsider their initial attitudes towards domestic roles. Again, Barkhorn (2013) discovered that boys with brothers are more likely to do so called "feminized housework" while growing up, and therefore less likely to associate it as "women's work".

Whatever the stage, living in a family entails fulfilling one or more roles. Problems can come when people do not agree on what a role should be; but reaching agreement on who cares for the children, who handles household chores or who is the bread winner requires effort, understanding and compromise. Kelly- Plate and Eubanks (2004) stated that the trends in recent years have been changes in women's and men's roles. Women seek employment to either augment the family income or for career fulfillment; while men are now taking a more active role in parenting and in sharing household responsibilities. Trishcuit (2009) concurred that every couple have

its idiosyncrasies despite personal roles or family cycle. Sometimes if the husband is the man cook, then the wife does the home repairs.

Fofana (2010) stated that more women in Liberia are becoming primary breadwinners for their families, while their husbands assume the -stay - at - home role with the responsibilities of raising children and performing other household chores. Fofana added that during the heat of the Liberian war when it was extremely unsafe or even dangerous for ordinary men or civilians to be seen in public, they were constrained to allow a shift in the breadwinner- role by having their wives make life-threatening sacrifices for the survival of their families in such hostile circumstances.

Scherrer (2000) noted that in more extreme situations, traditional roles may be completely reversed, with the woman becoming the primary bread winner in a family, and the man taking on a 'house-husband' or 'Mr. Mom' type of role. Just (2006) added that some women do like the fact that their husbands take the children to school, do the laundry and cook dinner. With more women earning as much, and sometimes more than men, some families benefit from higher paid wives dashing out to the office each morning while their husbands keep the home and children intact.

2.6 Difficulties Posed to Husbands in the Performance of House Chores

Some women are extremely neat and orderly. They are perfectionists when it comes to keeping their homes. Despite their tight schedules, they would still critique what has been done in their absence regarding household work. According to Coleman (2004), some women have high standard of neatness and cleanliness; so they express their dissatisfaction on the input made by their husbands. Such women doubt the ability of their husbands in the matter of household work. Similarly, Russel (2006) noted that some women state their standard of cleanliness in the issue of housework, and so refrain from seeking male involvement. David and John (2006) observed that

men always feel that women have higher standard for household work than they do, explaining that some wives always feel household work is their primary responsibility, and therefore husbands would not like to interfere.

Culture and family upbringing may pose some challenges to husbands. The training and experience gained by boys through their parents on types of housework (especially from their mothers) becomes a determining factor during their married life experiences. Kore (2000) in his study on comparison of cultural and spiritual roles of husband and wife stated that domestic duties are exclusively the women's responsibility; men should not interfere. According to Sharma (2006), feminists in India saw men's disinclination towards domestic tasks as having such deep roots in their upbringing and early experiences. In other words, Indian men have not been trained by their mothers to perform household tasks. The feminists believed that men's attitude towards house work could be changed right from childhood. This could be through the teaching of home science as a subject for both boys and girls. This is in line with the provision of the National Policy on Education of 2007, that Home Economics subject should be taught to both sexes right from primary school to junior secondary school. This, the researcher believes, will help in influencing male perception towards participation in household activities.

Oakley, in Sharma (2006) in his study of British housewives and their work, observed that men have not been socialized enough to help in household work. He agreed that they might have cooked when they were young boys, or bachelors, but not when married. Egbemode (2009) opined that employed mothers need reconsideration from their husbands, instead of hollering, complaining and yelling non stop. They want to boast that their wives are this and that, but the price they'll have to pay might

be giving children bath and dressing them, preparing meals sometimes and serving them.

Oladeinde (2000) observed that men's participation in household work largely depends on their upbringing, as well as circumstances surrounding them as they were growing up. Similarly, Tade in Olagunju(2000) affirmed that employed men have no time for housework; that most men were brought up in a family where girls were responsible for all household chores. But Oladeinde added that men should see reason to give a helping hand to their wives despite their tight schedule; though it is an issue of love and understanding.

2.7 Jobs Performed by Husbands in the Home

Husbands of employed wives have been carrying out some house tasks to some extent. Oladeinde (2000) reported that, interestingly, some men assist their mothers, sisters and wives; it largely depends on their upbringing as well as the circumstances surrounding them. Agabi, in Oladeinde (2000) also found that men that were the only children of their parents had no option than to learn and perform almost all types of house hold chores; and they transfer the experience to their marital homes. Husbands' share of routine housework is greater in families in which the wives hold more supportive attitudes toward an egalitarian division of house labour between women and men (Greenstein, in Cunningham 2008). Seeler (2009) similarly acknowledged that her husband helped in almost all types of household tasks whenever he was at home.

2.8 Challenges of Career Wives in the Home

The challenging work role of women has caused much concern about the survival of the family. Most women can mix work with marriage, motherhood and household responsibilities. Levitan and Belous (2008) believed that wives'

responsibilities outside the home have not resulted into a major reallocation of responsibilities within the family. The rising costs of household help, work sharing by other members of the family remains largely a hope. Levitan and Belous added that the working wife (and mother) is therefore left to her devices to cope as salary earner and an unpaid house worker. Bozimo in Tawo (2000) narrated that, women are specially gifted; it is their lot to rear children keep the home and cater for their husbands. In addition to this, they also provide and contribute financially towards the up keep of their homes. In some instances, women are the bread winners. Because of these added responsibilities, women now more than ever, need to learn new skills to stay afloat, Bozimo concluded.

Bickel (2000) found that women who are combining work and the rigours of family life face a lot of challenging situations. Fisher, in Bowman, Frank, and Alien (2002) asserted that women who discovered a working balance between official work and maintaining their families over the years are more fulfilled; though having the support of others at work and at home can make goal attainment easier for them. Miller (2002) stated that as women physicians struggle with the stresses associated with "having it all," they should be reassured by two studies; that male and female physicians without children experience less job satisfaction than doctors with children. For female medical doctors however, the tensions between career and family became more prominent. In trying to balance personal and professional responsibilities, female physicians face difficult task in striving to "have it all" (Verlander, 2004). Adegbulugbe (2006) also reported that the challenges of being a mother, a professional and a wife cannot be over emphasized. The ability to manage these three very important roles can be tasking.

Pitt and Borland (2008) explained that women in India are faced with more challenges than their counter parts in other countries. The men do not take part in most of the household chores. It is the women, who have to cook, clean the house, do the dishes, wash the clothes and get their children ready for school. They work and also handle all the household chores as homemakers. This is stressful, and the stress is passed unto family members, and frustration level builds up which leads to relationship problems in the home (Iyerviji, 2008).

2.9 Empirical Studies

Some related research studies were reviewed as follows:-

Scherrer (2000) carried out a research on attitudes of husbands on non-traditional male role which she defined as participation in house work and child care, and willingness to accept financial assistance from a woman. The researcher used one hundred college students, at southern Illinois University, Carbondale. A 12 item Likert Scale questionnaire was used. Opinions about Men's Roles (OAMR) were developed to measure the attitudes men have towards the non-traditional male role. The Pearson Product Moment Correlation Coefficient was used by the researcher to compute involvement in relationship and the OAMR scores. Scherrer found that men in a serious relationship have more positive attitudes towards the non-traditional male role than those that are not. For sex role identification, she found that feminine men have more positive attitude about the non-traditional male role than masculine men. Androgynous (having both male and female characteristics, looking neither strongly female nor strongly male) men have more positive attitudes than either feminine or masculine men. Hours spent doing household chores per week were correlated with attitudes towards the non-traditional male role. She found that attitude towards the non-traditional male role becomes more positive as the number of hours men spend

per week in household chores increases. Same statistical tool (Pearson Correlation Coefficient will be adopted in some parts of the present study).

Adamu (1995) conducted a descriptive (survey method) research on Time Management Strategies Employed by Working Women in Household Work in Kaduna State. Adamu stated four objectives; one of which was to determine the effect of wives' employment time on the participation of family members in household work. Four hundred and five (405) respondents were used for the study. The instrument used was a structured four- point Likert Scale structured questionnaire. Percentages, frequencies and complete correlation matrix were used by the researcher for data analysis. Adamu found that husbands performed a great proportion of household work when wives are engaged in gainful employment than families having full-time homemakers. This means that employed wives contribute less time to household activities; the husbands are more involved in the performance of household work. The present study has some similarities with Adamu's research work, in that both researches focus on husbands' level of participation in housework and the experiences of employed wives at home and at work; which involves time balancing and management, as stated by Miller (2002); that time allotment and priorities differ for working women when compared with mothers who stay at home with their children. In this case, the present study intends to look into the possibilities of more commitment by husbands; especially in specific chores that involves more time like cooking, laundry etc.

Russel (1998) in his study titled "Changing Meanings: Family Household Work Involvement"; worked with fifty-five (55) adult tertiary students as his sample, drawn through stratified random sampling technique, he employed humanistic sociology approach and survey research design as his method to ascertain not only

what people do in the situations being investigated but also what these activities mean to them. The major focus of the study was on the gender division of household labour of two adult persons of opposite sex residing in a common dwelling and sharing living apartment. The result of Russel's findings indicated that there was a remarkable gender difference in the area of child care, with traditional patterns being reported by 68% of the respondents. In the area of domestic tasks, women had greater involvement as reported by 58% of the respondents. The present research intends to use the same survey design, as well as some variables in Russel's study (household tasks performed by husbands and wives, attitudes of husbands towards home tasks).

Ojo (1998) investigated Marital and Job Satisfaction of employed wives in Kaduna State. One of the objectives was to find out the relationship between wife's perceived marital satisfaction and job type, work involvement. Another objective was to find out what type of job gives what type of satisfaction. One thousand and forty (1,040) subjects were drawn from a total population of one thousand nine hundred and ninety-four subjects. The sample was drawn using simple random sampling technique; a ninety six- item questionnaire, having eight clusters of work variables, was administered. The researcher used the following statistical tools (mean, standard deviation and Pearson Product Moment Correlation Coefficient) to work out the relationship between marital satisfaction, work and personal variables. Ojo found that some variables such as job type, job satisfaction and work experience, were not related to marital satisfaction. However, variables such as work involvement, level of education, income and the number of hours worked outside the home were significantly related to marital satisfaction. Ojo also found that women in managerial positions experienced job satisfaction. Technicians and professionals, on the other hand lack job satisfaction but have marital satisfaction. Finally she found that there

are types of jobs that enjoy specific types of satisfaction. The findings could be used by vocational counselors in guiding students in secondary schools towards right choice of career.

Ojo's study investigated marital and job satisfaction among employed wives, while the present study seeks to assess the influence of husbands' participation in household chores on wives employment. Both studies are similar because they involve married employees' level of input, satisfaction at home and at work.

Another related research was conducted by Olagunju (2000) on the effect of wives' employment on husbands' perceived traditional roles in Kwara State. Olagunju stated five objectives, one of which was to identify the factors motivating wives participation in career work. The researcher used a sample of four hundred respondents (200 men/200 women), gotten through random sampling. A structured questionnaire was used for obtaining data. Chi-square and Spearman Ranked Order Correlation were used to analyze the data collected. The finding by Olagunju was that husbands' inadequacy to perform their traditional roles motivated their wives to seek for paid jobs. Also, wives' employment status was found to have significant influence on husbands' participation in household tasks. The present research intends to adopt the above statistical tools to analyze some of the data collected. Similarly, the present study will also focus on important variables such as employed wives, their husbands and household tasks.

Ogletree, Turner, DeSai, Hernandez and Stafford (2003) carried out a research on Attitudes towards House Cleaning: Gender-Related Differences. A Sample of fifty-three (53) men and one hundred and fifteen (115) women was used. A questionnaire containing fifty (50) items was used for data collection. The questionnaire was developed to assess attitude towards labour for performing

housework, personal standard of cleanliness, interest for house cleaning tasks and gender-relevant factors affecting attitude towards house cleaning. All the items were rated on a five-point scale, from strongly disagree to strongly agree. A factor and covariance analysis was used to analyze the data collected. The result showed that men scored lower in the level of cleanliness, orderliness as well as the extent to which the individual enjoyed house cleaning. Male respondents scored higher than women on gender role attitude related to house work. The present study will also use some relevant items like attitude and the performance of house chores like cooking and house cleaning tasks.

Yaks (2006) conducted a research to examine the attitudes of employed husbands toward household work in Nigerian families. Four objectives were stated and four null hypotheses were tested. The researcher adopted a survey research method. A questionnaire was used for the collection of data. Using simple random sampling, five hundred and twelve (512) respondents were drawn from a total population of five thousand, one hundred and twenty-eight (5,128) subjects. Yaks subjected the data collected to statistical analysis using frequencies and percentages Pearson Product Moment Correlation Coefficient, Paired t-test and Spearman Rank Order Correlation. The findings revealed that there is a significant relationship between employed husbands' educational attainment and occupation and their attitudes toward the performance of household work in their families. The researcher recommended that religious organizations and mass media should create awareness and encourage husbands to see the need to participate in household tasks. The present study intends to also use the PPMC for one of the hypothesis, and attitudes of husbands on household task (which is one of the sub topics in the present study).

A cross-national comparison research on gender roles, household labour and family satisfaction was conducted by Forste and Fox (2008). The researchers used thirty four (34) developed countries in Europe, Asia, Latin America and the United States. They used data from the 2002 International Social Survey Program (1SSP) - family and changing gender roles to analyze twenty-five thousand, eight hundred and forty seven (25,847) married or cohabiting adults. The researchers employed the survey method from the 2002 ISSP. They developed a seven - point Likert Scale instrument. Cronbach's alpha, OLS regression and descriptive statistics were used to analyse the data collected. Forste and Fox found that family satisfaction is associated with increased involvement in family life as measured by household labour and joint decision making. They also found that more men are involved in household labour and the more they feel they ought to be involved, the higher the family satisfaction. They found that spouses are more satisfied when solely responsible for a given household task; and that men are more involved in household labour report higher satisfaction. Indeed these findings are relevant to the present study because it is also descriptive in nature and it involves husbands' participation in household tasks.

2.10 Summary of the Reviewed Literature

The past researches related in this chapter indicated that employed women face a lot of challenges concerning housework. This is as a result of their decision to augment their husbands' earnings, raise family standards and/or their self esteem. Most husbands, as reported, hold on to their traditional gender roles, which is as a result of cultural norms and or family upbringing. On the other hand, some previous researches noted that men brought up in homes where household tasks were shared neutrally found it comfortable to assist their wives in almost all types of tasks. Similarly, men whose wives had longer employment history devoted more time to

routine housework. In fact, couples with higher education were found to even experience a role reversal which strengthened family ties; though this experience might make some men feel robbed of their positions as masters of the home. In addition, some factors like age, family upbringing, modernization, culture, social class and technology influence husbands in the performance of housework either positively or negatively.

It is worthy to note that many researches have been conducted on attitudes of husbands on non-traditional male role, time management strategies employed by working wives, family household work involvement, marital and job satisfaction of employed wives, effect of wives' employment on husbands' perceived traditional role, attitudes towards household cleaning: gender-related differences. There seem to be no research conducted on the influence of husbands' participation in household tasks on wives' employment in Kano metropolis, Nigeria. The present study intends to fill that gap.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

This chapter specifically dealt with the design and methodology used in carrying out the study. The chapter was discussed under the following sub-headings:

3.1 Research Design

3.2 Population of the Study

3.3 Sample Size and Sampling Procedure

3.4 Instrument for Data Collection

3.4.1 Validity of the Instrument

3.4.2 Pilot Study

3.4.3 Reliability of the Instrument

3.5 Procedure for Data Collection

3.6 Procedure for Data Analyses

3.1 Research Design

The research design for this study was descriptive in nature. Survey method was applied in order to investigate the characteristics of a given population, by means of collecting data from a sample population as suggested by Odagboyi, Jonathan and Nalah (2009).

3.2 Population for the Study

The population for this study is 6,716. It comprised the employed wives in the civil service of Kano metropolis. The summary of the population according to the Data Base Section of the Kano State Civil Service Commission (KSCSC) is given in Table 3.1

Table 3.1 Summary of Population for the Study

S/N	Ministries, Boards, Parastatals / Commission	Number of Employed Wives
1.	Min. of Agric, Vet, Forestation and Water Resources	252
2.	Board of Internal Revenue and other Boards	288
3.	History and Culture Bureau/Commissions	150
4.	Educational Institutions, Boards and Headquarters	2,208
5.	Min. of Justice and OHCS	652
6.	Government House/Women affairs	196
7.	Kano State Library and Directorates	176
8.	Min. of Commerce Budget/Planning and Finance	258
9.	Min. of Works, Land and Survey	136
10.	Min. of Information and Communication	198
11.	Min. for Local Government, Community and Rural Development	126
12.	Medical Institutions, Ministries and Boards	2,076
Total		**6,716**

Source: Data Base Section - KSCSC (Kano State Civil Service Commission, May 2013).

3.3 Sample Size and Sampling Procedure

The sample size is three hundred and thirty-seven (337). The sample was obtained using proportionate sampling technique. This is in line with the recommendation of Nkpa (2000) that if a population is thousands, five to twenty percent (5-20%) of it can be a good sample. The researcher used 5% and the working is given below.

Example: Min. of Info. / Communication

$$\frac{198}{1} x \frac{5}{100} = 9.9 = 10$$

Table 3.2 Sample size for the study

S/N	Ministries, Boards, Paratatals/Commission	Sample of Employed Wives
1.	Min. of Agric, Vet, Forestation and Water Resources	13
2.	Board of Internal Revenue and other Boards	14
3.	History and Culture Bureau/Commissions	08
4.	Educational Institutions, Boards and Hqtrs	110
5.	Min. of Justice and OHCS	33
6.	Government House/Women affairs	10
7.	Kano State Library and Directorates	09
8.	Min. of Commerce Budget/Planning and Finance	13
9.	Min. of Works, Land and Survey	07
10.	Min. of Information and Communication	10
11.	Min. for Local Government, Community and Rural Development	06
12.	Medical Institutions, Ministries and Boards	104
	Total	**337**

3.4 Instrument for Data Collection

In collecting data for this research study; a self-designed questionnaire was developed by the researcher. The questionnaire is divided into two parts:

PART A sought the demographic data or personal information of the respondents.

PART B comprised of six sections, containing information that helped in gathering data for the research. There are fourty- five (45) items in this section.

Section I: Factors motivating employed wives at work-It contained items 1-10 which was in line with objective one and answered research question one.

Section II: Effects of demographic variables (age, occupation and educational qualification) - objective two. The section contained items 11-15 which answered research question two.

Section III: Opinions of employed wives and their husbands on the performance specific household tasks-objective three. The section contained items 16-35 which answered research question three.

Section IV: The difficulties posed to husbands as a result of the performance of non-male traditional tasks at home - objective four; items 36-40 answered research question four

Section V: Impact of husbands' participation in household tasks on wives' input at work - objective six. The items (41-45) in this section answered research question six. The four point rating scale was used, thus: Strongly Agree (4), Agree (3), Disagree (2), and Strongly Disagree (1).

3.5 Validity of the Instrument

To ascertain the appropriateness of the instrument, the researcher subjected the instrument to content validity. That is the extent to which the items of an instrument are representative of the content specified by the theoretical concept being measured (Nkpa, cited in Uzoagulu 1998). The opinions of three experts in test and measurement in faculty of education were sought. Their criticisms, comments and corrections improved the quality of the instrument.

3.6 Pilot Study

A pilot study was carried out to at Congo Campus and Federal College of Education Zaria; after presenting a letter of introduction collected by the researcher from vocational and technical department of Ahmadu Bello University, Zaria. The researcher used fifteen respondents each at the two institutions, making a total of thirty questionnaires that were administered in various departments and sections; (vocational/ technical, languages, international relations, school of sciences).

3.7 Reliability of the Instrument

The reliability of the instrument was determined by analyzing the data collected from the pilot study. The split- half method was used to determine the reliability of the instrument. The Spearman Rank Order Correlation Coefficient was used to calculate the reliability of one half (odd numbers) and Spearman Brown Prophecy formula was used to calculate the reliability estimate of the whole instrument.

A reliability coefficient of 0.88 was obtained. This reliability coefficient was high; therefore the instrument was adjudged reliable and based on the recommendation of Olayiwola (2002) that a reliability estimate of 0.60 and above is high.

3.8 Procedure for Data Collection

The researcher and two trained research assistants administered the questionnaires in the various ministries, commissions, boards etc of the metropolis; after presenting a letter of introduction to the heads of the institutions by the researcher. Two weeks were used. The researcher and the assistants visited four establishments per week and shared the questionnaires; with the permission of the head of the establishment, after which the researcher and her assistants went and collected the instruments. The copies were checked to ensure that they were properly filled.

3.9 Procedure for Data Analyses

Various statistical methods were employed to analyze the data collected. The data collected in Part A were tabulated in frequencies and percentages. Frequencies, percentages and mean were used to analyze the data to answer the research questions. Hypothesis 2 was tested with ordinary least square regression model. Pearson Product Moment Correlation Coefficient was used for hypotheses 3 and 4; while the one-way

analysis of variance was used to test hypothesis 5. All the hypotheses were tested at 0.05 levels of significance. To ease the statistical analyses, the strongly agree was merged with agree, while disagree was merged with strongly disagree.

Decision Rule: A mean response of 2.5 above was considered agree, while below 2.5 was disagree. If the r and t were less than the critical value of r and t, the null hypothesis was therefore accepted; otherwise, the null hypothesis was rejected.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

The chapter presented all the data collected, which has been tabulated and analyzed using various statistical tools. It also tested the Ho which was either accepted or rejected. The chapter was presented under the following sub-headings;

4.1 Demographic Factors

4.2 Answers to Research Questions

4.3 Testing of Null Hypotheses

4.4 Discussion of Findings

The chapter presented report of the research findings based on the data collected from the respondents. Three hundred and thirty-seven (337) subjects were involved in the study; but three hundred and twenty-nine (329) questionnaires were retrieved

The first sets of data contain the demographic characteristics of the respondents. The second was the analysis of data used to answer the research questions; while the third comprised the result of the research hypotheses tested at 0.05 level of significance. Pearson Product Moment Correlation Coefficient was used for hypothesis 2, 3 and 4; while Analysis of Variance was used for hypothesis 6.

4.1 Demographic Data of Respondents

The demographic characteristics of the respondents were analyzed using frequencies and percentages as shown in Tables 4.1 to 4.8.

Table 4.1 Distribution of respondents by age

Age range	Frequency	Percentage
20-29yrs	84	25.5
30-39yrs	121	36.8
40-49yrs	92	28.0
50-59yrs	32	9.7
Total	329	100.0

Source: Field study 2013

The ages of the respondents cut across all the age ranges, with more concentration in the 30-39years. The percentage score for the range (30-39years) was 36.8% of the total number of employed wives involved in the study. Respondents whose ages were between 20 and 29years were 25.5% while those within 40 to 49years age range were 28.0%. The remaining 9.7% were above 49years, as indicated in Table 4.1. This distribution clearly showed that all the respondents were within the working ages and should therefore be in a position to give adequate information on how their husbands' participation in household tasks influences their work performances.

Table 4.2 Distribution of respondents by educational qualification

Highest level of education	Frequency	Percentage
Phd/1st Degree	165	50.2
HND	45	13.7
ND/NCE	77	23.4
Nursing Certificate	28	8.5
WAEC/Grade 11 Cert.	4	1.2
Prim. School Cert.	1	0.3
Others	9	2.7
Total	329	100.0

Source: Field study 2013

Respondents with University degrees were more, accounting for 50.2% of the total number of respondents. Those with Nigerian Certificate in Education (NCE) or National Diploma (ND) as their highest educational qualification were 23.4% of the total respondents. They were followed by respondents who had Higher National Diploma (13.7%) while those with Nursing Certificates were 8.5%. Only 4 or 1.5% of the respondents had Secondary School Certificate and 0.3% had only Primary School Certificate. But 2.7% of the respondents have other unspecified certificates as their highest qualifications. This distribution is partly attributable to the deliberate effort to select as much as possible only employed wives whose status is easily recognized within the metropolis.

Table 4.3 Distribution of respondents by types of occupation

Types of occupation	Frequency	Percentage
Medical personnel	45	13.7
Law enforcement	30	9.1
Civil servant	204	62.0
Others	50	15.2
Total	329	100.0

Source: Field study 2013

Table 4.3 revealed that 62.0% of the employed wives were civil servants. Those in the medical profession who were not directly under the civil service were 13.7% of the total respondents. 9.1% of the respondents were law enforcement officers while 15.2% of the respondents were involved in other unspecified employments in the metropolis. This distribution reflects the urban nature of the employed wives involved in the study.

Table 4.4 Distribution of the respondents by nature of their working schedule

Working schedule	Frequency	Percentage
Shifting	36	10.9
Part time	9	2.8
Full time	284	86.3
Total	329	100.0

Source: Field study 2013

Table 4.4 showed that 86.3% of the respondents were involved in the normal working hours of between 8.00am and 4.00pm of working days. But 10.9% of the respondents' work schedule involved shifting while 2.8% of them were engaged in part time employment. This implied that majority of the respondents were full time workers.

Table 4.5 Distribution of the respondents by number of hours spent at work

Number of hours spent at work	Frequency	Percentage
6hours	53	16.1
8hours	266	80.9
12hours and above	10	3.0
Total	329	100.0

Source: Field study 2013

The respondents who spend the normal 8 hours per day were 80.9%. But 16.1% of the respondents indicated they spend 6hours per day in their employment. Only 3.0% of the respondents said they spend up to 12hours and above in their working places on daily basis. Thus most of the respondents spent 8 hours per day at their place of work.

Table 4.6 Distribution of the respondents by their number of children

Number of children	Frequency	Percentage
1-5children	302	91.8
6-10children	27	8.2
Total	329	100.0

Source: Field study 2013

Table 4.6 revealed that 91.8% of the respondent have between 1 and 5 children while 8.2% have between 6 children and above. The relatively low number of children could be attributable to the higher level of education earlier observed and other factors outside the scope of this study. However, the number of children by the employed wives is expected to be a factor of their husbands' participation in the respective household tasks.

Table 4.7 Distribution of the respondents by their stages of family cycle

Stage of family cycle	Frequency	Percentage
Beginning	7	2.1
Expanding	303	92.1
Contracting	19	5.8
Total	329	100

Source: Field study 2013

From the distribution in Table 4.7, 92.1% of the respondents were within the expanding cycle of family stage. This is reflected in the relatively young ages of the respondents earlier observed in Table 4.1. But 5.8% of the respondents were in the contracting cycle while 7 or 2.1% were just at the beginning family cycle. This classification clearly means that most of the employed wives could be said to be within relatively young family cycle.

Table 4.8 Distribution of the respondents by type of family

Type of family	Frequency	Percentage
Nuclear	179	54.4
Polygamous	114	34.7
Extended	36	10.9
Total	329	100

Source: Field study 2013

The respondents who were from nuclear families were 54.4% while 34.7% were from polygamous families. Only 10.9% of the respondents were from extended families. The type of family is expected to have impact on the husbands' participation in household tasks which will in turn influence the performance of the employed wives in their work places.

4.2 Answers to Research Questions

Five questions were raised as a result of the five objectives set for the study. The answers to the research questions were statistically explained in Tables 4.9, 4.10, 4.11, 4.12 and 4.13.

Research Question One: What factors motivate employed wives at work in Kano metropolis?

In the assessment of the influence of husbands' participation in household tasks on wives employment, the study aims to identify some motivating factors associated with the role of the husbands in such household tasks. This is the focus of the first objective and hypothesis of this study. Among the factors examined were the professionalism of the wives, occupational inclination and aspiration and the husbands' encouragement and approval for such pursuit. In Table 4.9, the opinion of the respondents on the selected items used for the assessment which were on a four point interval scale was re-categorized into dichotomous groupings for easy

comprehension. The items were presented in frequencies and percentages along with mean scores computed on the four point scale.

Table 4.9 Opinions of wives on motivating factors in their jobs

S\N		Disagree		Agree		
	Factors motivating employed wives at work	**Freq**	**%**	**Freq**	**%**	**Mean**
1	I am trained for the job	28	8.5	301	91.5	3.55
2	Being a complete housewife is boring	46	13.9	283	86.1	3.49
3	My husband assists in housework	166	50.4	163	49.6	2.47
4	The family needs additional income	11	3.3	318	96.7	3.55
5	My parents are career people	125	38.0	204	62.0	2.70
6	My husband approved of it	16	4.8	313	95.1	3.35
7	In order to earn a good salary	28	8.6	301	91.4	3.35
8	So that I can find fulfillment in life	20	6	309	93.9	3.52
9	In order to meet my personal needs	21	6.4	308	93.6	3.51
10	I was working before I got married	157	47.7	172	52.3	2.65

Average mean score for agree is 2.5 and above

Average mean score for disagree 2.4 and below

From item 1 of Table 4.9, the factor of professionalism is seen as a motive for employed wives' performance on the job. In the item, 91.5% of the respondents agreed that they were trained for the job they were employed to do. But 8.5% of the respondents were not actually professionals in their job. Towards the occupational inclination of the respondents, 86.1% of the respondents were of the view that being a complete housewife was boring but 13.9% of the respondents did not agree with this view. Only 49.6% of the respondents agreed that their husbands participate or assist them in household tasks. But 50.4% of the employed wives were of the opinion that their husbands do not assist in household tasks.

Another major motivating factor was the economic situation which 96.7% of the respondents revealed the reason for their employment. In the Table, only 3.3% of

the respondents disagreed with this motive. The economic motive is further buttressed in item 7 where 91.4% of the respondents said they were motivated by the need to get good salaries. Only 8.6% of the respondents disagreed with this economic motive. In item 9 of the Table, this economic motive is further reflected where 93.6% of the respondents agreed that they are motivated into paid employment in order to meet their personal needs. From the overwhelming agreement, it could be said that economic motive is a significant factor of wives involvement in paid employment in the metropolis.

Precedence is another motivating factor observed to influence the wives involvement in paid employment in the table. In response to item 5, 62.0% of the respondents were of the opinion that their parents were career people. This factor is certainly a motive for such wives to engage in paid employment. From the response to item 6 of the Table, 95.1% of the respondents agree that their husbands approve of such employment. It could be said that such precedence and encouragement were major factors. This is clearly demonstrated in item 10 of the Table where 52.3% of the respondents were of the view that they were working before they got married to their husbands. But 47.7% of the respondents did not agree with this item.

Apart from the economic and other factors, personal aspiration is another motivating factor for paid employment by the respondents. In item 8 of the Table, 93.9% of the employed wives agreed that they get engaged in paid employment so that they can find fulfillment in life. But 6.1% of the respondents did not agree that this was their motive for engaging in paid employment.

Research Question Two: What effect do occupation, age and education have on Husbands' participation in household tasks?

Education here is considered on the perception of the wives in relation to their husbands. It took into consideration the upbringing of the man as well as the formal educational level attained. Occupation on the other hand considered the type of job, the position attained while age is considered on a linear basis. In Table 4.10, the opinion of the respondents on the item selected for the assessment are presented in frequencies and percentages on a dichotomous basis into which the four point scale were re-categorized.

Table 4.10 Opinions of effects of occupation, age and education on husbands' participation in household tasks

S/N	Effects of, occupation and level of education on Husbands' Participation in Household Tasks	Disagree		Agree		Mean
		Freq	%	Freq	%	
1	My husband was not taught to participate in household tasks while growing up	126	38.3	203	61.7	2.78
2	Because of the high position he occupies, he finds it difficult to participate in household tasks	145	44.1	184	55.9	2.67
3	Household tasks performed by him decrease as he advances in age	181	55.0	148	45.0	2.20
4	His educational qualification influence his attitude towards housework	114	34.6	215	65.4	2.78
5	Similar work with me makes him perform greater household chores	212	64.4	117	35.6	2.04

Table 4.10 revealed that the type of upbringing of the men could have effect on their ability to participate in household tasks. In the table above, 61.7% of the respondents were of the opinion that their husbands were not taught to participate in household tasks while growing up; but 38.3% of the respondents did not agree with

this opinion. In item 4 of the table, perceived education level is found to also play a role. In response to the item, 65.4% of the respondents were of the view that their husbands' educational qualification influences their attitude towards house work. But 34.6% of the respondents did not agree with this opinion.

In terms of occupational dispositions, 55.9% of the respondents were of the view that their husbands' high position in the work place makes it difficult for them to participate in household tasks. In item 5, only 35.6% of the respondents agreed that performing similar work with their wives makes them to perform greater household chores. But 64.4% of the respondents did not agree that similar office work could influence their husbands' participation in household tasks.

Age did not seem to have been a significant factor of the husbands' participation in household tasks as obtained in the Table above. In item 3, only 45.0% of the respondents agreed that their husbands' participation in household tasks was decreasing as they advance in age. But 55.0% of the respondents did not agree with this view. There in providing the solution to the second research question of the study, it could be said that educational background and occupation of husbands have influence on their participation in household tasks.

Research Question Three: Which specific household tasks are mostly performed by employed wives and their husbands in Kano metropolis?

The opinion of the respondents on the type of household tasks their husbands participate in and their level of involvement are discussed in this section. A comparative approach was used in this analysis to identify the specific household tasks performed by employed wives and their husbands in the metropolis. This is the focus of the third objective and research question of the study. The expressed opinions

here were measured in a two optional scaling and are tabulated in frequencies and percentages in Table 4.11.

Table 4.11 Opinions of wives and husbands on specific household tasks mostly performed by them

S/N	Opinion of employed wives on husbands' participation in household activities	Wives				Husbands			
		Disagree		Agree		Disagree		Agree	
		Freq	%	Freq	%	Freq	%	Freq	%
1	Meal preparation	129	39.5	199	60.5	308	93.6	21	6.4
2	Meal service	105	31.9	224	68.1	309	93.9	20	6.1
3	Cleaning up after meals	98	29.8	231	70.2	293	89.1	36	10.9
4	General shopping	153	46.5	176	53.5	148	45.0	181	55.0
5	Cleaning/emptying waste bin	112	34	217	66	252	76.6	77	23.4
6	Washing/ironing	192	58.4	137	41.6	137	41.6	192	58.4
7	Sweeping the house	110	33.4	219	66.6	283	86.0	46	14.0
8	Repairs/general maintenance	166	50.5	163	49.5	87	26.4	242	73.6
9	Feeding infants	93	28.3	236	71.7	302	91.8	27	8.2
10	Changing nappies	89	27.1	240	72.9	305	92.7	24	7.3
11	Bathing/dressing kids	101	30.7	228	69.3	294	89.4	35	10.6
12	Getting children to bed	113	34.3	216	65.7	290	88.1	39	11.9
13	Helping children with homework	81	24.6	248	75.4	280	85.1	49	14.9
14	Children's discipline	29	8.8	300	91.2	310	94.2	19	5.8
15	Preparing family budget	80	24.3	249	75.7	144	43.8	185	56.2
16	Having quality time with children	85	25.8	244	74.2	281	85.4	48	14.6
17	Fetching water	104	31.6	225	68.4	173	52.6	156	47.4
18	Pounding of yam	108	32.8	221	67.2	224	68.1	105	31.9
19	Paying all bills	45	13.7	284	86.3	178	54.1	151	45.9
20	Buying firewood, kerosene or gas	76	23.1	253	76.9	98	29.8	231	70.2

Table 4.11 showed 60.5% employed wives were involved in meal preparation but 39.5% did not agree that they were involved in this household task. Among the husbands, only 6.4% of the respondents agreed that they were involved in meal

preparation but 93.6% of the respondents were of the opinion that their husbands do not assist in meal preparations. A slightly higher number (68.1%) of the employed wives were involved in meal services while 31.9% of them said they do not participate in such task. Among the husbands, only 6.1% of the respondents agree that their husbands participate in meal services while 93.9% said their husbands do not participate. There was however some increase in cleaning up after meals where 70.2% of the employed wives agreed they participate but 29.8% disagreed with their involvement. Among the husbands, there was a slight increase to 10.9% among the respondents who agreed that their husbands usually participate in cleaning up after meals but 89.1% of the respondents did not agree that their husbands do participate in cleaning up after meals.

Shopping had a different perspective as shown from the expressed opinions of the respondents for item 4 in the Table. While 53.5% of the employed wives agreed that they participate in general shopping for the home, 46.5% did not agree. But 55.0% of the respondents were of the view that their husbands participate in general shopping while 45.0% did not agree.

The percentage of respondents who agreed that their husbands usually participate in the cleaning of the environment is relatively low. From the response to item 5, 66.0% of the employed wives were of the opinion that they were responsible for the cleaning and emptying of waste bin, but 34.0% of them did not agree with this task. Only 23.4% of the respondents said their husbands were assisting in the cleaning/emptying of waste bin compared to 76.6% of the respondents who disagreed with the view that their husbands assisted them in the task. This low participation of the husbands in the cleaning of the environment is further reflected in item 7 of the table where only 14.0% of the employed wives agreed that their husbands often

participate in the task compared to 66.6% of the respondents who indicated they were responsible for such task in the home.

In the case of washing and ironing of clothes, the husbands' participation is relatively high. In item 6 of the Table, 58.4% of the employed wives agreed that their husbands usually assist them with such task. But 41.6% of the respondents did not agree. The clear case of the husbands' assistance in performing this task could be seen in the response of the employed wives which greatly reduced in relation to other tasks where they mostly claim responsibilities. In the Table, only 41.6% of the employed wives agreed that they performed such tasks frequently but 58.4% did not agree.

For repairs and general maintenance in the home, 73.6% of the respondents agreed that their husbands frequently undertake the task. Only 26.4% of the respondents disagreed with this opinion. Though 49.5% of the employed wives also agreed that they frequently perform such task in the home but 50.5% of the respondents did not agree that such task was their responsibility in the home.

Other household tasks in which the employed wives were more prominent in their participation included feeding infants, changing nappies for babies, bathing and dressing kids. As obtained in the Table, the percentages of husbands' participation in those tasks are relatively low. There was a slight increase among husbands who help children with their homework. In the Table, though 85.1% of the respondents were of the opinion that their husbands do not assist but 14.9% respondents agreed that their husbands frequently help in the task. Children's discipline as obtained in the table tends to be dominated by the employed wives. This is clearly demonstrated in item 14 of the table where 91.2% of the employed wives claimed such responsibility while only 5.8% of the respondents agreed that their husbands were involved in the task.

The opinion of the respondents as demonstrated in the frequencies and percentages score for item 15 clearly shows that the husbands play a major role in preparing the family budget. In the item, 56.2% of the respondents agreed that their husbands frequently assist in the task; but 43.8% of the respondents did not agree that their husbands usually assist. Among the employed wives, 75.7% said they were responsible for such planning while 24.3% disagreed.

The Table revealed that most husbands do not really have time with their children. This was clearly reflected in the response to item 14 of the Table where it was observed that the employed wives were generally responsible for the discipline of the children. In item 16 of the table, 74.2% of the employed wives agreed that they often spend quality time with the children compared with 14.6% who said their husbands frequently spend quality time with their children. Most employed wives (85.4%) did not agree that their husbands spend time with the children at home.

The husbands tend to participate more in some tasks like the fetching of water, paying bills and buying of fuel for the household. This is clearly visible in the number of respondents who agreed that their husbands participate in such tasks. In item 17 for example, 47.4% of the respondents were of the view that their husbands often assist them in fetching of water but 52.6% of the respondents did not agree. Among the wives, 68.4% said it is often their responsibility to fetch water for the house; but 31.6% of the respondents did not agree on this task. Though 67.2% of the employed wives agreed that they were responsible for the pounding of yam, 31.9% of them wives agreed that their husbands frequently help in the task. The employed wives were almost unanimous on the husbands' assistance in the buying of firewood, kerosene or gas fuel for the household. This is clearly seen in item 20 where 70.2% agreed that their husbands frequently assist. But 29.8% of the respondents did not

agree with this opinion. Among the employed wives, 76.9% were of the view that they were frequently responsible for fuel need in the house only 23.1% of them disagreed with this view.

Research Question Four: What difficulties do husbands of employed wives face as a result performing the non-male tasks in the home?

The perceived difficulties faced by husbands of employed wives in the performance of household tasks were assessed on the basis of the public perceptions of such men, their knowledge of the tasks, the amount of time available to meet their schedules and the need to maintain a balance in the home. This section provides the solution to the fourth research question of the study. In Table 4.12, the four point scale used for the investigation was re-categorized into two groups of agree and disagree to enhance conclusive comprehension of the observations. The expressed opinions are presented in frequencies and percentages with mean scores computed on the four point scale.

Table 4.12 Opinions of the respondents on the difficulties faced by husbands of employed wives in their participation in household tasks

S/N	Difficulties faced by husbands of employed wives on housework participation	Disagree		Agree		
		Freq	%	Freq	%	Mean
1	My husband feels he would be called names by his friends and relations	137	41.6	192	58.3	2.77
2	He does not really know the specific task to perform in the home	188	57.1	141	42.9	2.39
3	He cannot adequately meet up with his personal schedules out of the home as a result of the performance of household tasks	146	44.4	183	55.6	2.63
4	He feels he will lose his self-respect as the head of the family	164	49.9	165	50.1	2.60
5	Conflict occurs as a result of inadequate participation of home tasks by my husband	145	44.1	184	55.9	2.72

From the expressed opinions in Table 4.12, 58.3% of the respondents were of the view that one of the difficulties their husbands faced in the performance of the household tasks is being called names by friends and relations. Only 41.6% of the respondents disagreed with this perceived difficulty faced by the husbands. The respondents do not really agree that their husbands lack the knowledge to perform such tasks. In item 2 of the Table, 57.1% of the employed wives did not agree that their husbands do not know the specific task to be performed but 42.9% of the respondents were of the view that their husbands lack the requisite knowledge to perform some of the tasks.

Another constraint to the husbands' participation in the tasks is the time schedule. In item 3 of the Table, 55.6% of the employed wives were of the opinion

that their husbands cannot adequately meet up with their personal schedules outside the home as a result of the performance of household tasks. Only 44.4% of the respondents disagreed with this opinion.

There is another limitation to husbands' participation observed in the table which relates to personal ego of the men. In item 4 of the Table, the opinion of the respondents is equally divided on this ego. As indicated in the scores, 50.1% of the employed wives were of the view that the men feel they will lose self-respect as heads of their families while 49.9% of the respondents disagreed with the opinion. Fifty-five point nine percent (55.9%) of the employed wives however, agreed that conflicts usually occur as a result of inadequate participation of home tasks by their husbands but 44.1% of the respondents did not attribute any conflict to the non-participation in household tasks by their husbands.

Research Question Five: What impact does the participation of in household tasks by husbands have on their employed wives at work?

The impact of the husbands' participation in household tasks on employed wives work is discussed here in relation to the wives' punctuality to work place, accuracy and efficiency at work, relationship with work colleagues, the ability to face challenges and the wives' general psychological disposition. This is the focus of the main objective of the study and is related to the last research question. The opinion of the employed wives on their work are recorded into two categories of 'agree and disagree' and presented in frequencies and percentages in Table 4.13. The mean scores were computed on the four point scale used in the measurement of the opinions.

Table 4.13 Opinions of the wives on their performances or input at work

S/N		Disagree		Agree		
	Performance of employed wives at work	Freq	%	Freq	%	Mean
1	I arrive early at work because my husband assists in the early morning chores	182	55.3	147	44.7	2.45
2	Every work is tackled with mental alertness and enthusiasm	152	46.2	177	53.8	2.53
3	Relationship with colleagues and superiors is cordial as a result of the ease of tasks my husband creates at home	189	57.5	140	42.6	2.36
4	I take every challenge with courage because my husband supports me	152	46.2	177	53.8	2.51
5	I have quality time with my husband and children after the day's work as a result of his assistance in some house tasks	181	55.0	148	45	2.41

The opinion expressed in Table 4.13, the respondents did not generally support improved punctuality of the employed wives at work as a result of assistance by their husbands in the performances of the necessary household tasks. In item 1 of the table where this impact was evaluated, only 44.7% of the employed wives agreed that they arrive early at work because their husbands assisted them in the early morning household chores. But 55.3% of the employed wives did not agree that their husbands' assistance have impact on this direction.

The employed wives were however of the opinion that they tackled their assigned tasks in the work place with mental alertness and enthusiasm. This could be attributable to the psychological balance obtained from interaction with their husbands which translate to good mental alertness in the work place.

The respondents were not completely in agreement with the suggestion that their interaction in the work place is reflective of the assistance or encouragement they received from their husbands. This is clearly demonstrated in item 3 where 57.5% of the respondents disagreed with the suggestion that their relationship with colleagues and superiors in the work place is cordial as a result of the ease of tasks their husbands created at home. Only 42.6% of the respondents agreed with this opinion. However, fifty- three point eight percent (53.8%) of the respondents agreed that they take every challenge with courage because their husbands supported them. Only 46.2% of the employed wives did not agree with this suggestion. But 55.0% of the employed wives did not agree that they have quality time with their husbands and children after the day's work as a result of the husbands' assistance in some house tasks. Only 45.0% of the employed wives were of the opinion that they have quality time with their husbands and children after the day's work as a result of the assistance they received from their husbands in some household tasks.

4.3 Test of Null Hypotheses

The hypotheses formulated to provide valid statistical backing to the solutions proffered for the research questions are tested in this section. The hypotheses are tested as follows:

Hypothesis 2: There is no significant relationship between husbands' performance in household tasks as influenced by occupation, age and level of education and the performance of their employed wives at work in Kano metropolis.

This hypothesis was tested with the ordinary least square (OLS) regression model because of the multiple variables (husbands' performance in household tasks as influenced by occupation, age and level of education and the performance of their

employed wives) involved in the test. The husbands' performance in household tasks was used as the dependent variable while occupation, age and level of education and the performance of their employed wives were used as the independent variables. The result of the test is summarized in Table 4.14

Table 4.14: Regression estimates of husbands' performances in household tasks as influenced by occupation, age and level of education and the performances of their employed wives

	Unstandardized Coefficient		Standardized Coefficient		
Independent Variables	B	Std. Error	Beta	t-value	Sig.
(Constant)	.444	.341		1.301	.194
Occupation	-.027	.043	-.033	-.633	.527
Age	-.034	.040	-.044	-.849	.397
Highest level of education	.126	.027	.243	4.654	.000
Performance of employed wives	1.266	.239	.276	5.304	.000

Dependent Variable: Husbands' performance of household tasks

The result in Table 4.14 showed that the husbands' performances in household tasks significantly contributed to by their educational attainment, and the performances of their wives at work. The observed F-value for the test was 14.718 and the probability level of significance for the model is 0.000 ($P < 0.05$). This observation was a clear indication that educational attainment of the husbands and the wives' employment status were major determinants for participation in household tasks. The functional relationship for the husbands' participation in household tasks in the model could be estimated as Participation = 0.444 - .027ocupation – 0.034age + 0.126 educational attainment + 1.1266wives' employment status. The coefficient of determination R^2 obtained for the model is 15.4% while the multiple R was 0.39.2.

The test revealed that among the selected independent variables in the model only education and wives' employment status were significantly influencing the husbands' participation in household tasks. From these observations, there's enough evidence to reject the null hypothesis.

Therefore the null hypothesis that there is no significant relationship between husbands' performance of household tasks as influenced by occupation, age and level of education and the performance of their employed wives at work in Kano metropolis was rejected. Among the implications of this result was that the extent of influence of the husbands' demographic variables on their performance of household tasks greatly influence their employed wives' performance at work in the metropolis.

Hypothesis 3: There is no significant relationship between the performance of specific household tasks by husbands of employed wives and the performance of their employed wives at work in Kano metropolis.

The participation of husbands in specific household tasks assessed on a comparative basis in Table 4.11 was used for this hypothesis. The result of the correlation procedure adopted for the test was summarized in the table below.

Table 4.15 Correlation between participation of husbands in specific household tasks and the performances of their employed wives at work

Variables	Mean	S D	Std. Error	Rcalc	DF	P
Participation of husbands	1.3026	.22490	.01240	0.541	327	0.000
Wives' job performance	2.4529	.85297	.04703			

(r-critical = 0.109, $P < 0.05$)

The two variables were significantly correlated. The observed correlation coefficient (0.541) is higher than the r-critical value of 0.109 at 0.05 significant levels

and a degree of freedom (DF) of 327. The observed significant level (0.000) for the test is lower than the fixed level of 0.05 ($P < 0.05$). This means that the null hypothesis that there is no significant relationship between the participation of husbands in specific household tasks and the performances of their employed wives at work in Kano metropolis was therefore rejected. Among other impression that can be deduced from this result was that where the husbands were able to actively assist their employed wives in specific household tasks, the wives' performance at work will greatly improve.

Hypothesis 4: There is no significant relationship between the difficulties husbands of employed wives face in the performance of household tasks and their wives' input at work in Kano metropolis.

The hypothesis was tested with the difficulties faced by the husbands of employed wives in their performance of household tasks and the wives' input at their work places. The husbands' difficulties in the performance of house tasks and the wives' input at work were examined in Tables 4.10 and 4.13 respectively. The result of the correlation procedure conducted for the hypothesis is represented in Table 4.16.

Table 4.16 Relationship between difficulties husbands of employed wives face in household tasks participation and their wives input at work

Variables	Mean	S D	Std. Error	r calc	DF	P
Husbands' difficulties	2.6231	.92734	.05113	0.605	327	0.000
Wives' job input	2.4529	.85297	.04703			

(R-critical = 0.605, $P < 0.05$)

The result revealed that husbands' difficulties in household tasks performance were inversely correlated with the wives' input at work. This is indicated by an observed correlation coefficient of 0.605 at 327 degree of freedom. The observed

level of significance is 0.000 (P < 0.05). So the null hypothesis that there is no significant relationship between the difficulties husbands face in household tasks participation and their wives' input at work in Kano metropolis was therefore rejected. This means that the less difficulties encountered by husbands of employed wives in the performance of house chores; the better the input of their wives in their work places.

Hypothesis 5: There is no significant difference in the opinions of employed wives of different occupations on the impact of their husbands' participation in household tasks on their job performance in Kano metropolis.

The opinion of respondents on the impact of their husbands' assistance in house tasks performance measured in Table 4.13 was used as the dependent variable for this test. The different occupations of the employed wives were tabulated and discussed in Table 4.3, which constituted the independent variable used for the test. The one- way analysis of variance (ANOVA) was used for the test. The result is summarized in the Table 4.17.

Table 4.17 Analysis of Variance on impact of husbands' participation in household tasks on the job performance by different occupation of their wives

Sources	Sum of Squares	DF	Mean Square	F	Sig.
Between Groups	6.16504	3	2.055013	4.080	0.007
Within Groups	163.7002	325	0.503693		
Total	169.8653	328			

(F-critical = 2.60, P < 0.05)

The observed F-value for the test is higher than the critical value of 2.60 at the same degree of freedom (3, 325). The observed level of significance (0.007) for the test was lower than 0.05 (P < 0.05). This means that the respondents differed significantly on the impact of participation in household tasks on their job performance in Kano metropolis. Therefore the null hypothesis that there is no

significant difference in the opinions of employed wives of different occupations on the impact of participation in household tasks on their job performance in Kano metropolis was thus rejected. Table 4.18 presents the mean scores of the respondents by their respective type of occupations.

Table 4.18 Mean scores of respondents by type of occupations on impact of participation in household tasks on their job performance

Occupation	N	Mean	Std. Deviation	Std. Error
Medical personnel	45	2.45	0.638	0.095
Law enforcement	30	1.88	0.640	0.117
Civil servant	204	2.20	0.732	0.051
Others	50	2.12	0.714	0.101
Total	329	2.19	0.720	0.040

The result revealed that the major difference was between employed wives in law enforcement and those in the medical profession. A post hoc test was conducted on the mean score to determine the occupation that was significantly different from the others among the employed wives and results of the Scheffe procedure used for the post hoc test was summarized in the Table 4.19.

Table 4.19 Result of Scheffe procedure on the mean scores

(I) Occupation	(J) Occupation	Mean Difference (I-J)	Std. Error	Sig.
Medical personnel	Law enforcement	.56889(*)	.16728	.010
	Civil servant	.24791	.11689	.215
	Others	.32889	.14583	.168
Law enforcement	Medical personnel	-.56889(*)	.16728	.010
	Civil servant	-.32098	.13878	.150
	Others	-.24000	.16390	.544
Civil servant	Medical personnel	-.24791	.11689	.215
	Law enforcement	.32098	.13878	.150
	Others	.08098	.11200	.914
Others	Medical personnel	-.32889	.14583	.168
	Law enforcement	.24000	.16390	.544
	Civil servant	-.08098	.11200	.914

The mean difference is significant at .05 levels.

The result of the test showed that the observed significance in the mean scores was only between the employed wives in law enforcement and those in the medical profession. No significant difference was observed between employed wives of other occupations.

Summary of Tested Hypotheses

A summary of the tested hypotheses in the study is presented in Table 4.20.

Table 4.20 Summary of tested hypotheses of the study

S/N	Hypotheses	Statistic	Alpha level	Decision
Ho2	There is no significant relationship between husbands' performance in household tasks as influenced by occupation, age and level of education and the performance of their employed wives at work in Kano metropolis	Correlation	0.05	Significant, Ho rejected
Ho3	There is no significant relationship between the participation of husbands in specific household tasks and the performance of their employed wives at work in Kano metropolis.	Correlation	0.05	Significant, Ho rejected
Ho4	There is no significant relationship between the difficulties husbands of employed wives face in household tasks performance and their wives' input in Kano metropolis.	Correlation	0.05	Significant, Ho rejected
Ho5	There is no significant difference in the opinions of employed wives of different occupations on the impact of participation of their husbands in household tasks on their job performance in Kano metropolis	ANOVA	0.05	Significant, Ho rejected

4.4 Discussion of Findings

Research question one as shown in Table 4.9 revealed that economic motive and personal aspiration were significant factors of wives' involvement in paid employment and their input at work in Kano metropolis. One of the implications of this finding is that women are out of their homes in order to uplift themselves and the family's financial status. This concurs with Hobart and Frankel (2010) who stated that women need to work to improve their standard of living. McGovern and Meyers (2002) also added that women are encouraged to develop careers and interests outside the home so that the family may have two incomes. Aside child bearing and rearing, women take care of the men, wash clothes, run the mill, provide physical, social, emotional comfort; and then work outside the home as employees (Amos, 2001).

The findings of research question two and null hypothesis two as revealed in Tables 4.10 to 4.15 showed no significant relationship between husbands' performance in household tasks as influenced by age, occupation and level of education and the performance of their employed at work. This means that the husbands' demographic variables on their performance of household tasks greatly influence their employed wives at work. This agrees with the opinion of South and Spitze 1994, Pittman and Blanchard 1996, Coltrane 2000; in Gaspar and Klinke (2009) who stated that better educated men do more domestic activities while better educated women do less. Sanchez and Thomson (2007) further explained that husbands' performance of non male traditional household tasks is related to their educational qualification. Fremion (2006) on the other hand observed that husbands close in age with their wives contribute more in household tasks. In essence, the demographic variables may be some contributing factors to the assistance offered by husbands of employed wives in the home.

The finding of research question three and null hypothesis three as shown in Tables 4.11 to 4.16 revealed that significant relationship does not exist between the participation of husbands in household tasks and the performance of their employed wives at work. It can be deduced therefore that where the husbands are able to actively assist their employed wives in household tasks; the wives' performance at work will greatly improve. This is in line with Presser, in Gaspar and Klinke (2009) who noted that husbands whose wives work different shifts tend to increase their domestic task performance; while Madueke (2006) stressed that wives' zeal to excel in their jobs depend on the support given by their husbands in the home. Egbemode (2009) further explains that he finds time to cook, prepare children for school, shop items for home use and sometimes clean the dishes. Thus, husbands' reconsideration to assist in the daily chores at home cannot be over emphasized.

Research question four and null hypothesis four as shown in Tables 4.12 to 4.17 revealed no significant relationship between the difficulties husbands of employed wives face in performing household tasks and their wives' input at their work places. It may further be explained that the less the difficulties encountered by the husbands, the better the wives' input at work. This is in line with the opinion of Perry and Perry (2000) who asserted that men married to working women are participating in shopping and household work. The effective accomplishment of household tasks if the husbands participate, free the employed wives to choose the use of their time in order to broaden their sphere of activities and to meet changing situations. In a suggestive view, Oladeinde (2000) advised that men should see reason to give a helping hand to their wives with home tasks despite their tight schedule.

The findings of research question six and null hypothesis five as shown in Tables 4.13 to 4.20 revealed significant difference in the opinions of employed wives

of different occupations on the impact of participation in household tasks on their input at work. The result revealed major difference between employed wives in law enforcement and medical profession compared to civil servants and others. This means that employed wives differed significantly on the impact of their husbands' participation in household tasks in Kano metropolis. This is in agreement with Forste and Fox (2008) who reported that in gender egalitarian societies; there is emphasis on income which encourages some husbands to assist their wives with household for paid employment. Husbands that were bachelors are likely to perform house chores with ease; letting their wives excel comfortably at work (Pitt and Borland 2008). In another view, Miller (2002) highlighted that women physicians struggle with the stresses of "having it all"; though when assisted by their husbands could find a lot of job satisfaction and fulfillment. Thus, it can be deduced that all employed wives' desire some level of assistance in household tasks by her husbands.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

This chapter presented the summary of the work; conclusion and recommendations of the study based on results of the findings under the following subheadings:

5.1 Summary

5.2 Conclusion

5.3 Recommendation

5.4 Suggestions for further studies

5.1 Summary

The study was carried out to asses the influence of husbands' participation in household tasks on wives' employment in Kano metropolis. In order to gather relevant information for the study, five specific objectives were set; among which were to identify the factors motivating employed wives at work in Kano metropolis, examine the effects of age, occupation and level of education of husbands on the participation in household tasks, determine the opinions of employed wives and their husbands on the performance of specific household tasks.

Five research questions were also written; some of which were what factors motivate employed wives at work in Kano metropolis? What effects do age, occupation and level of education have on husbands' participation in household tasks? Which specific household tasks are mostly performed by employed wives and their husbands in the home? Similarly, four null hypotheses were postulated for the study. These include: There is no significant relationship between husbands' performance of household tasks as influenced by age, occupation and level of education and the performance of their wives at work. There is no significant relationship between the

participation of husbands in specific household tasks and the performance of their wives at work.

Survey method was used for the study; while the population comprised the employed wives in the civil service of Kano metropolis; totaling six thousand, seven hundred and sixteen (6,716). The sample size of three hundred and thirty-seven (337) was obtained using the proportionate sampling technique.

The review of related literature indicated that employed wives face a lot of challenges in the performance of household tasks, because of their decision to augment their husbands' earnings; for raising family standards and their self esteem. The literature also revealed that most husbands held unto their traditional gender roles because of either cultural norms or family upbringing; though other findings revealed that couples with higher educational qualification were found to experience household role reversal which strengthens family ties.

The major findings of the study revealed that:

1. Factors motivating employed wives at work were among others the yearning for improvement of their standard of living and the family financial status, despite partial encouragement from their husbands.
2. Husbands' age, occupation and level of education have some effect on employed wives at work; in that husbands close in age with their wives and husbands that are educated participate better in household tasks.
3. The opinions of husbands of employed wives on specific household tasks revealed that they were more involved in relatively male-inclined and less strenuous household tasks.
4. Too much schedules outside the home, being called names by relatives, lack of requisite knowledge on which house task to perform, fear of lose of respect as the head of the family were some difficulties faced by husbands in the performance of household tasks.

5. Husbands of employed wives did not make much impact towards their wives' better performance at work. This was basically due to inadequate assistance in the early morning house chores.

5.2 Conclusion

From the findings in this study, the researcher concludes that inadequate family finances and self fulfillment were motivators for employed women at work. Husbands of employed wives in most cases performed less stressful chores like general shopping, purchase of fuel for home use and general house repairs. Vivid factors like type of occupation and position attained, fear of loosing respect as the head of the family, personal schedules, fear of being called names by people restrained husbands of employed wives from participating effectively in household work.

5.3 Recommendations

The following recommendations were made based on the findings of the study:

1. Governmental organizations (ministry for women affairs, social welfare and other related organizations) should advocate on behalf of employed wives' challenges and role- overload; and seek ways to better their condition through their husbands' positive response in household tasks.
2. Employed wives should map out strategies (couple to watch family living movies, dialogue, family group meetings) of encouraging their husbands to improve in the performance of household tasks; regardless their educational status and age disparity.
3. Curriculum planners should incorporate and ensure the teaching of home economics subjects, especially in primary and secondary school levels in order to inculcate the idea of non-male household activities participation. Parents should also assign household tasks to their children generally without gender bias.

4. Postgraduate family life education students should involve their male counterparts from within and other departments; during their seminar presentations to widen their knowledge and sensitize them to assist, especially in the early morning house tasks. This will certainly impact on their wives' performances at work.
5. Husbands of employed wives should prioritize their schedules, read family life magazines and books; watch family TV and radio programmes and the like. All these may aid in combating fear of being called names, lose of respect by family members etc.

5.4 Suggestions for Further Studies

The following are some areas for more research

1. Effects of wives' employment on the moral behaviour of their adolescent children
2. Opinions of husbands' of employed wives on the performance of household tasks.
3. Effects of wives' employment in highly populated cities on the emotional well being of their infants.
4. Household tasks performance and marital stability of employed wives in the banking sector.
5. Household tasks and marital stability of employed wives in managerial positions.

REFERENCES

Abbott, K. (2006) A Review of Employment Relations Theories and their Application. *Problems and Perspectives in Management. Businessperspectives.org/journals/PPM-EN-2006-01*. Retrieved on Wednesday 14/11/12

Adamu, E.E. (1995) *Time Management Strategies in Household Work by Working Women in Kaduna State.* (Unpublished master's thesis). Ahmadu Bello University, Zaria. Nigeria. p. 21, 62.

Adegbulugbe, C. F. (2006, September 10). Women on Top. *Sunday Punch*, p. 34.

Ahiede, C.O. (2005) *Gender Roles in Traditional Musical Practice, a Survey of the Esan in Edo State.* Benin, Kamta-Raj publishers. p.24.

Amos, A. (2001, February 6). When a woman becomes breadwinner *Sunday punch*, p. 25.

Anyakoha, E.U. & Eluwa, M.A. (2010) *Home Management for Schools and Colleges.* Onitsha. Nigeria Africana Feb Publishers. p.24.

Ayankunle, Y. (2003, February 3) The Family. *Journal of NigerianTribune,* p. 5.

Barkhorn, E. (2013, July 6). How Gender Roles in Childhood affect Gender Roles in Adulthood. *Weekly Trust*, p. 17.

Baxter, J. & Western, M. (2006) *Satisfaction with Household Work: Explaining the Paradox.* Australian National University Canberra. ACT 0200. Retrieved on Wednesday, 29/9/10 from http://www.aifs.au/institute/afepapers/baxter.html

Bickel, J. (2000) *Women in Medicine: Getting in, Growing and Advancing.* Thousand Oaks, Calif. Sage Publications. p.7-8.

Bittman, S.M., England, P., Folbre, N. Sayer, U. & Matheson, G. (2003) When Does Gender Trump Money? Bargaining and Time in Household Work. *American Journal of Sociology, 109* (186): p.214.

Blair, S.L. & Lichter, D.T. (2001) Measuring the Division of Household Labour: Gender Segregation of Housework among American Couples. *Journal of Family Issues, 12* (91):113.

Bowman, M. A., Frank,E. & Allen, D. I. (2002) *Women in Medicine: Career and Life Management.* New York. Springer-Verlag Publication. p.21.

Bryan, R. C. (2000) Household tasks and the complexity. *Home Economics Research Journal*, 2 (4):81.

Carpenter, E.E. (2004) *Home Management and Housecare.* Ibadan. Heinemann Publishers. p.9-10

Cedar, J. D. (2010) Tips to get husbands to help more around the house. Retrieved on Sunday, 4/7/10 from http://www.myportablebeds.com

Chaun, Y. (2010) The Roles of Husband, Wife and Children. Retrieved on Saturday, 20/3/10 from http://www.livinginthephilippines.com/style11.html

Cobb, N. J. (2001) *THE CHILD. Infants, Children and Adolescents.* California. Mayfield Publishing Company. p.13.

Coleman, C.J. (2004) *Intimate Relationships, Marriage and Family.* Houston. The Bobbs Merril Company. p.106-110.

Cunningham, M. (2008) Influences women's employment on the gendered division of household labour over the life course. Evidence from a 31- year panel study. *Pubmed Journal 28*(3):422-423

David, H.O., and John, D. (2006) *Marriages & Families. Intimacy, diversity, and strengths (Fifth Edition*) Peoria, IL. Glencoe/McGraw-Hill Companies. p.2-3.

Deji-Fatile, B. (2009, June 2). Between career success and the home. *The Punch,* p. 27.

Egbemode, F. (2009, April 15) Career wives and their husbands. *Sunday Punch,* p. 26.

Faruna, R. A. (2001) *Attitudes of Principals and Teachers towards guidance programme in secondary schools.* Ibadan: Tasmith Publications. p 6-7.

Federal Government of Nigeria, (2007) *National Policy on Education* (Revised). Lagos. Federal Govt. Press. p.15.

Fofana, F. N. (2010, September, 8) Role reversal. *Liberian Daily Observer,* p. 15.

Forste, R. & Fox, K. (2008) Gender roles, household labour and family satisfaction: A cross-national comparison. (working draft) Brigham Young University. Retrieved on Tuesday, 14/9/10 from http: // paa2010.princeton.educ /download.aspx

Fremion, L. A. (2006) It's not my job! Dividing household tasks. 1781 Neil Avenue. Columbus. Ohio 43210-1295. Retrieved on Wednesday, 29/9/10 from http://ohioline.osu.edu/hygfact/5000/5316.html

Fuoyo, N. K. (2010) Family & Culture of the Ashanti people of Ghana. Retrieved on Sunday, 4/4/2010 from http: //www.africanguide.com / culturetribeashanti.htm

Gaspar, S. and Klinke, M. (2009) Household division of labour among European mixed partnerships. *Center for research and studies in sociology (CIES). Working paper.* Lisboa No *78*. p.92

Gerda, J. C. & Tobi, H. (2011) Conceptualization of Household in Literature during 2000-2010. *International Journal of consumer studies. Special issue on Home Economics: Int'l Perspective. 35* (5):116.

Greenstein, T. N. (2000) Economic dependence, gender and the division of labour at home: A replication and extension. *Journal of marriage and the family.* 62(322):83.

Gross, H. I., Crandall, W. E. & Knoll, M. M. (2002) *Management for modern families*. New York. Prentice Hall. p.67.

Herring, O. (2012) oliverherringtask.wordpress.com/2008/07/11/hello-world. Retrieved on Wednesday, 22/8/2012 from http:// www. answers.com/topic/task

Hobart, C. & Frankel, J. (2010) *Foundations in caring for children*. London. Stanley Thornes Publishers. p.6

Ityavyar, D. A. & Obiajunwa, S. (2001) *The state and women in Nigeria.* Jos. Fab Anich Publishers p.28

Jacob, E. S. & Jorge, A.C. (2007). Marriage. *In the New Encyclopedia Britannica.* (Vol. 9. 15th Edition p. 732) Chicago. Encyclopedia Britannica.

Just, K. (2006) Marriage and Role Reversals. Retrieved on Thursday, 23/9/2010 from http://associatedcontent.com/articie/104879/marriage-and role-reversals-html

Kamu, S. (2009, March 13). Family, a Unit in the Society. *ThisDay,* p. 25.

Kano, H. M. (2009) The Role of NGOs in Sustaining Women Education in Kano State. *Journal of National Association of Female Teachers* (JONAFET) *1* (1):68.

Kelly-Plate, J. & Eubanks, *E.* (2004) *Today's Teen. (4th edition*) New York, Glencoe/McGraw-Hill. p.137.

Kenziedark, F. (2009) Husband and wife traditional role reversals. Retrieved on Saturday 4/7/10 from http://www.wondercafe.ca/discussion/relationships/husbandsandwife. html

Kore, D. (2000) *Culture and Christian home. Evaluating cultural marriage and family in light of scripture.* Kaduna. Baraka Press and Publishers. p.35.

Levitan, S.A. & Belous, R.S. (2008) Working Wives and Mothers: What happens to family life? Retrieved on Saturday, 11/9/10, from http://docs.google.com

Madueke, C.E. (2006, November 11) Living Woman. *The Guardian,* P. 11.

McGovern, J.M. & Meyers, S. A. (2002) Relationship between sex- role attitudes, division of household tasks, and marital adjustment. *Contemporary family theraphy*. *24*(4):601 Chicago. Human sciences press.

Miller, M.E. (2002); February, 12 Doctor-moms. *Hopkins Med. News* Spring/Summer. p.13

Model, S. (2009) Housework by Husbands: Determinants and Implications. *Journal of Family issues. 2*(2):.227.

Nkpa, N. (2000) *Educational Research for Modern Scholars.* Enugu. Fourth Dimension Publishers. p.42

Nwankwo, J. N. (2009) Meeting the economic sustainability of the family through Home Economics. *Nigerian Journal of Home Economics. 1* (1):63.

Nwankwo, O. (2011) Women: Agents of change. *Dabolite magazine*. 2(3):37

Nwoye, A. (2001) *Marriage and Family Counselling.* Jos: Fab Education Books. p.75.

Ogletree, M.S., Turner, M.G., De Sai, R., Hernandez, H.O. & Stafford, D. (2003) Attitudes Towards House Cleaning: Gender Related Differences. *Journal of American Association of Behavioural Social Sciences.* Las Vegas, Nevada. Retrieved on Saturday, 23/9/2010, from http: // aabss.org / journal2003 / ogletree.html

Ojo,T.O. (1998) *Marital and Job satisfaction of employed wives in Kaduna State.* (Unpublished master's thesis.) Ahmadu Bello University, Zaria. Nigeria. p. 7-8.

Okada, M. (2008) Changing Patterns: Japanese Fathers awareness of Paternal Roles. *The Journal of Asian Regional Association for Home Economics 15*(14):138-143

Okpala, F. U. (2009) Work Skills needed by secondary school graduates for employment in some Home Management related jobs in Anambra State. *Nigerian Journal of Home Economics* (NigJHEC) *1*(1):57.

Oladeinde, Y. (2000, March 13) Men and Domestic Work. *National Concord.* p.3

Olagunju, K.T. (2000) *The Effects of Wives, Employment on Husbands perceived Traditional Roles. A case study of Kwara State.* (Unpublished master's thesis) Ahmadu Bello University, Zaria. Nigeria. p.8.

Olayiwola, O. A. (2007) *Procedure in Educational Research*. Kaduna. Hanijan Publications. p.22

Ololubou, A.Y. (2004) *Social Studies for Effective Citizenship. Kano.* Kano Publishing Company. p.12.

Olujuwon, O. T. (2004) Gender Issues in employment / work. *Journal of women in colleges of e*ducation. *1*(2):89

Omoegun N.O. & Olayinka O. (2002) *The Adolescent and You.* Lagos: Mobolak Publishing Company. p.26.

Perry, J. & Perry, E. (2000) *Pairing and Parenthood.* Montreal. Harper and Raw Publishers. p.27

Perry-Jenkins, M., Goldberg, A. E., Pierce, C. P. & Sayer, A. G. (2007) Shift work, role overload and the transition to parenthood. *Journal of marriage and family*. *6*(9):123.

Pitt, R.N. & Borland E. (2008) Bachelorhood and Men's Attitude. Retrieved on Monday, 11/9/2010, from http://www.accessinglibrary.com

Pyke, K. & Coltrane, S. (2009) Entitlement, Obligation and Gratitude in Family Work. *Journal of Family Issue, 17*(4):65.

Russel, R. G. (2006) Changing-Meaning. Family Housework Involvement. University of South Australia. (City Campus) North Terrace. Retrieved on Friday, 10/9/10 from http://www.aits.gov.au/institute/afrepapers/russel.html

Sacks, G. (2001) Housework. University of Michigan. Institute for Social research. Retrieved on Thursday, 3/6/10, from http: // mensightmagazine.com / articles / sacks/ housework.htm

Sanchez, L. & Thompson, E. (2007) Becoming Mothers and Fathers: Parenthood, Gender and the Division of Labour. *Journal of Gender and Society 11* (5):101

Santrock, J. (2002) *Life-Span Development (8th Edition.)* New York, McGraw-Hill.

p. 67.

Scherrer, A. R. (2000) *Attitudes toward the Non-Traditional Male Role.* (Honors Thesis, Southern Illinois University, Carbondale. Retrieved on Friday, 27/8/10 from http://opensiuc.lib.siu.edu/uhp.theses/309

Seeler, B. (2009) Husband and wife traditional role reversals. Retrieved on Sunday, 4/7/10 from http://www.wondercafexa/discussion/refationships/husband and wife.htm

Sharma, U. (2006) *Women's Work, Class, and the Urban Household.* London. Tavistock Publications. p. 63-64.

Slonim, M.B. (2001) *Children and Ethnicity. Evaluating and Understanding the Impact.* New York & London: Gerland Publishing Inc. p. 12.

Srujana, K. (2006) *Status of Women in Kenya: A Sociological Study.* Nairobi: Buktas Publishing. p. 7.

Starrels, M. (2010) Sharing the Burden: Tips for dividing Household Responsibilities with your Spouse. Retrieved on Wednesday, 6/4/2011, from http://www.Sharing the burden.com/ householdresponsibilities.htm

Tawo, Q. (2000, March 22). Random Thoughts: What Women Think About. *New Nigerian.* p. 17.

Thomas, G. (2003) Marriage and Family Life. Kaduna State Newscope. *Journal on Marriage and Family*, 2 (2). p.3.

Trishcuit, P. (2009) Husband and Wife Traditional Role Reversals. Retrieved on Sunday, 4/7/10, from http://www.wondercafe.ca / discussion / relationships /husbandandwife.htm

Udokwu, *B.M.* (2010, March 6) Exclusive Interview. Male actors and family life. *New Nigeria Weekly,* p.12.

Usoroh, C. I. & Iyang, E. S. (2008) Stress Coping Strategies of Working Women. *Nigerian Journal of Home Economics* (HETAN) *3*(3): 71-72.

Uzoagulu, E. A. (1998) *Practical Guide to Writing Research Project Reports in Tertiary Institutions.* Enugu- Nigeria. John Jacobs Classic Publishers Ltd. p.19-20.

Verlander, G. (2004) Female Physicians: Balancing Career and Family. Retrieved on Saturday, 11/9/2010, from http://ap.psychiatryonline.org

Voltzebeer, M. (2005) The Beijing Conference. *Reflection on the Future Passages. "A World's Eye view On Adolescents Issues*. The International Programmes Department Washington: *114*(1). p.21.

Weiner-Davis, J. (2003). *The A-Z of Marital Relationship.* Houston: Warner Thrush Publishing. p. 56.

Wheeler, L.C. & Arvey, D.R. (2001) Division of Household Labour in the Family. *Home Economics Research Journal. 10*(7): 15-20.

Yaks, C. (2006) *Attitudes of Employed Husbands towards Household Work in Nigerian Families. A Case Study of Kaduna State.* (Unpublished master's thesis). Ahmadu Bello University, Zaria. Nigeria. p. 32

APPENDIX I

Letter of Introduction

DEPARTMENT OF VOCATIONAL & TECHNICAL EDUCATION

AHMADU BELLO UNIVERSITY, ZARIA NIGERIA

FACULTY OF EDUCATION

lephone: 069-51755, 506692
ce Chancellor: Professor. Abdullahi Mustapha B.Sc. (Hons) Pharm(ABU), Ph.D (London) FPSN
ead of .Department: Dr. I.M Haruna PGDE, (ABU), MSc (Bulgaria) Ph.D (ATBU)

ur Ref:_____ 15th August, 2012

M.ED/EDUC/02740/2008-09

r Ref:_____ Date:_____

Letter of Identification

LADI USMAN ABDU – M.ED/EDUC/02740/2008-09

This is to certify that the above mentioned name is a Postgraduate student (M.Ed Home Economics) in the Department of Vocational and Technical Education, Ahmadu Bello University, Zaria, carrying out a research topic: " **Influence of Husbands Participation Household Tasks and Impact on Wives Employment**

Please, kindly give her every assistance she may require.

Dr. I. M. Haruna
HEAD OF DEPARTMENT

APPENDIX II

Questionnaire on Influence of Husbands' Participation in Household Tasks on Wives Employment in Kano Metropolis

Department of Vocational and Technical Education,
Faculty of Education
Ahmadu Bello University,
Zaria.

Dear Respondents,

REQUEST TO COMPLETE QUESTIONNAIRE

The researcher is a postgraduate student of the above address, currently studying for a Master's degree in Home Economics (Family and Child Education). The research work is based on the topic stated above, which is in partial fulfillment of the requirements for the award of Master's degree.

Your maximum co-operation in filling this questionnaire will be greatly appreciated. Be fair and objective; based on your opinion and experience, please. All the information given will be treated confidentially.

Yours sincerely,

Ladi Usman Abdu.

QUESTIONNAIRE

ALL SECTIONS ARE TO BE COMPLETED PLEASE

PART A

Demographic factors

Please tick (√) the appropriate box

1. Gender: a. Male ( ) b. Female ( )

2. Age: a. 20-29 ( ) b. 30-39 ( ) c. 40-49 ( ) d. 50-60 ( ) e. 60 and above ( )

3. Highest level of education: a. University degree ( ) b. HND ( ) c. OND/NCE ( ) d. Nursing Cert. ( ) e. Gr. 11 ( ) f. 1st leaving cert. ( ) g. Any other ……

4. Occupation: a. Medical Personnel ( ) b. Law enforcement agent ( ) c. Civil servant ( )d. Any other, specify please……

5. Wife/Husband employment status: a. Shifting ( ) b. Part-time ( ) c. Full- time ( )

6. Indicate number of hours spent at work per day: a. 6 ( ) b. 8 ( ) c. 12 and above ( )

7. Number of children a. 1-5 ( ) b. 6- 10 ( ) c.11 and above ( )

8. What stage of family life cycle is your family? a. Beginning (husband/wife only) ( ) b. Expanding (husband/wife/children) ( ) c. Contracting (husband/wife left alone) ( )

9. What type of family were you born into? a. nuclear ( ) b. Polygamous ( ) c. Extended ( )

PART B

SECTION I: Please tick (√) any statement in line with your view

SA = Strongly agree, A = Agree, D = Disagree, SD = Strongly disagree

	Factors motivating employed wives at work	SA	A	D	SD
1	I am trained for the job				
2	Being a complete housewife is boring				
3	My husband assists in housework				
4	The family needs additional income				
5	My parents are career people				
6	My husband approved of it				
7	In order to earn a good salary				
8	So that I can find fulfillment in life				
9	In order to meet my personal needs				
10	I was working before I got married				

SECTION II: Please tick (√) any statement in line with your view

SA = strongly agree, A = Agree, D = Disagree,

SD = strongly disagree

Effects of occupation and level of education on Husbands' Participation in Household Tasks

		SA	A	D	SD
1	I was not taught to participate in household tasks while growing up				
2	Because of the high position I occupy, I find it difficult to participate in household tasks				
3	Household tasks performed by me decrease as I advance in age				
4	My educational qualification influence my attitude towards housework				
5	Similar work with my wife makes me perform greater household chores				

SECTION III: Opinion of employed wives on husbands' participation in household activities

Tick (√) the following activities performed in the home appropriately

		Frequently	Occasionally
1	Meal preparation		
2	Meal service		
3	Cleaning up after Meal		
4	General shopping		
5	Cleaning/emptying waste bin		
6	Washing/ironing		
7	Sweeping the house		
8	Repairs/general maintenance		
9	Feeding infants		
10	Changing nappies		
11	Bathing/dressing kids		

12	Getting children to bed		
13	Helping children with homework		
14	Children's discipline		
15	Preparing family budget		
16	Having quality time with children		
17	Fetching water		
18	Pounding of yam		
19	Paying all bills (electricity, water, cable etc)		
20	Buying firewood, kerosene, or gas		

SECTION IV: Difficulties faced by husbands of employed wives on housework participation

		SA	A	D	SD
1	I feel I would be called names by friends and relations				
2	I do not really know the specific task to perform in the home				
3	I cannot adequately meet up with my personal schedules out of the home as a result of the performance of household tasks				
4	I feel I will lose my self respect as the head of the family				
5	Conflict occurs as a result of inadequate participation of home tasks by me				

SECTION V: Impact of husbands' participation in household tasks on wives' input at work

		SA	A	D	SD
1	I arrive at work on time because my husband assists in the early morning chores				
2	Every work is tackled with mental alertness and enthusiasm				
3	Relationship with colleagues and superiors is cordial as a result of the ease of tasks my husband creates at home.				
4	I take every challenge with courage because my husband supports me				
5	I have quality time with my husband and children after the day's work as a result of his assistance in some house tasks.				