CHALLENGES IN BALANCING CAREER AND PARENTING ROLES:

THE CASE OF WOMEN GOVERNMENT EMPLOYEES

AT HOSSANA TOWN, HADIYA ZONE, SNNPRS - ETHIOPIA

BY:

TEMESGEN TESFAYE

A THESIS SUBMITTED TO THE DEPARTMENT OF SOCIOLOGY, COLLEGE OF SOCIAL SCIENCE AND THE HUMANITIES JIMMA UNIVERSITY; IN PARTIAL FULFILLMENT OF THE REQUIREMENTS OF MASTERS OF ARTS DEGREE IN SOCIOLOGY AND SOCIAL POLICY

MAY, 2016
JIMMA, ETHIOPIA

JIMMA UNIVERSITY

COLLEGE OF SOCIAL SCIENCE AND THE HUMANITIES

DEPARTMENT OF SOCIOLOGY

CHALLENGES IN BALANCING CAREER AND PARENTING ROLES:

THE CASE OF WOMEN GOVERNMENT EMPLOYEES

AT HOSSANA TOWN, HADIYA ZONE, SNNPRS - ETHIOPIA

BY:

TEMESGEN TESFAYE

PRINCIPAL ADVISOR: MIKYAS ABERA (PhD)

CO- ADVISOR: GUDINA ABASHULA (PhD FELLOW)

MAY, 2016

JIMMA, ETHIOPIA

JIMMA UNIVERSITY

COLLEGE OF SOCIAL SCIENCE AND HUMANITIES

GRADUATE PROGRAMS COORDINATING OFFICE

This is to certify that the MA thesis research prepared by Temesgen Tesfaye, entitled with: *Challenges in Balancing Career and Parenting Roles: The Case of Women Government Employees at Hossana Town, Hadiya Zone, SNNPRS-Ethiopia* and submitted in partial fulfillment of the requirement for the Degree of Masters of Arts in Sociology and Social Policy complies with the regulations of the University and meets the accepted standards with respect to originality and quality.

Signed by Examining Committee:

_____	_____	_____
Examiner, External	Signature	Date
_____	_____	_____
Examiner, Internal	Signature	Date
_____	_____	_____
Principal Advisor	Signature	Date
_____	_____	_____
Co- Advisor	Signature	Date

_____

Chairman, Department of Graduate Program Coordinator

ABSTRACT

The challenges of balancing career and parenting life are part of everyday reality for the majority of working women which arises from the overlap between the times allocated for employment and parenting responsibilities. A proper balance between career and parenting can be said to exist when there is good functional relationship between the two with a minimum of role conflict. Nonetheless, this is a feat that only a small minority is able to achieve. The objective of this study, thus, is to investigate challenges in balancing career and parenting roles. It is a cross sectional survey employing both qualitative and quantitative research methods. Questionnaire and interview and focus group discussion guides developed and used to generate data. One hundred sixty six women employees of government organizations in Hosanna town were randomly selected for the study; four in-depth interviews, and three FGDs were also conducted. The data collected in such a manner were presented, discussed and analyzed using appropriate techniques and methods. The main theme that filters through the discussions was the fact that the majority of the respondents are unsuccessful in striking a balance between their professional and parenting lives. In addition, the conflicts that result from the imbalance in career and parenthood took its toll on women making their lives stressful and tensioned and depressed which is more likely to bring more imbalances in the relationship between the two aspects of their lives. This study recommends vigorous policy intervention, expanding coping strategies, higher officials support and further studies to address the problem.

***Key words:-** challenges, balancing career and parenting, roles conflict, women employees.*

ACKNOWLEDGMENTS:

Table of Contents   Pages

LIST OF TABLES

LIST OF FIGURES

LIST OF ACRONYMS

CSA   Central Statistics Agency

CPB   Career-Parenting Balance

EDHS   Ethiopian Demographic and Health Survey

ETB   Ethiopian Birr

FDRE   Federal Democratic Republic of Ethiopia

FGD   Focus Group Discussion

HZFED   Hadiya Zone Finance, Economic and Development Department

HTFEDD   Hossana Town Finance, Economic and Development Department

ILO   International Labor Organization

MOFED   Ministry of Finance, Economic and Development

NGO   Non-Governmental Organization

PCB   Parenting- Career Balance

SNNPRS   South, Nation, Nationalities and Peoples Regional State

SPSS   Statistical Package for Social Science

WLB   Work Life Balance

CHAPTER ONE: INTRODUCTION

1.1. Background of the Study

Women are the pillar of society and they play an important role within society, in all walks of life (Kumari 2012). Without their participation no society can nurture children's development properly (ILO 2014). From ancient times, women have not been equally participating with men in domestic chores; also, their participation in labor force has not been given the same consideration as men (Nawaz, Afzal & Kiran 2013).

Though women have been working anywhere, as a distinct segment of workers emerged and got recognition with the emergence of Industrial Revolution (Martin 2001 cited in Kumari 2014:9). After the Industrial Revolution, the situation changed throughout the world and the family no more remained a center for production (Ajayi 2013). Due to industrialization and urbanization, new social norms and values emerged; job opportunities, economic hardship and favorable cultural and social situation encouraged women to seek employment outside the home (Krishna 2014).

Globally, women's participation in labor force has been increasing significantly since the turn of 20th century (United Nation 2010). By the turn of the century, only one out of five women participated in the paid labor force (Foluke, Ojo, Mordi 2015). In 1960s and 1970s, the involvement of women in paid labor force increased rapidly (Onyeonoru 2005). And, there has been a dramatic and remarkable change in the employment patterns of women, particularly among mothers (Dunifon 2013). Due to this change, long standing traditional boundaries of gender based differentiation roles have eroded in many societies; work and family emerged, and the change unavoidably replaced ancient perception about gender issues (Latha 2015). Now, women represent 39.8 percent of the global labor force (World Bank 2014).

Changes in the demographic make-up of the workforce have been the drive behind the increasing role of women in work and family (Googin, Griffin, & Casey 1994; Parasuraman & Greenhaus 1997 cited in Ajayi 2013:2). Also, challenging demands which arise between work and family roles often result in conflict for employees. Besides, the

increase in number of working mothers, dual-earner couples, and single parents in the workplace pressures on organizations and employees alike (Levy 2012).

The progressive changes in social, political and economic framework of societies have accelerated the primary challenges in both the nature of employment and its connection to life outside the work environment (Foluke et al. 2015). Family members expend less time on non-work related activities but focus their energy on work activities. Employed women, especially, do most of the juggling so as to ensure that there is limited rift between career roles and family roles to ascertain a balance between careers and parenting (Mordi, Mieh & Ojo 2013; Mulu 2014).

In the late 1970s, balancing career and parenting (family) roles became an issue of concern in the society, following women's dual roles and lack of family ties as people were busy looking for career (Mercy 2014). According to Mulu (2014), women carry a dual load as an employee and mothering. This implies that, the working mothers' of today challenged to fulfill family responsibilities and they try to involve in their careers coping up with the competing demands of their multiple roles.

In recent time, researches on career-parenting balance have increased due to changing nature of demographic situations on work and family responsibilities (Kumaraswamy & Ashwini 2015). Balancing career and parenting can be described as those practices at workplace that appreciate and support the needs of employees in achieving a balance between the demands of their work and their home lives (Allard, Haas, & Hwang 2011). The concept of career- parenting balance emerged from the realization that an individual's career life and parenting life may have conflicting demands. Career-parenting balance has been identified as an important coping strategy for employed women and has attracted increasing attention from the government, researchers and organizations (Lapierre & Allen 2006).

A proper balance between career and parenting can be said to exist when there is good functional relationship between the two with a minimum of role conflict. Nonetheless, this is a feat that only a small minority is able to achieve (Eby et al. 2010). Conflicts in career

and parenting roles have various consequences for organizations and employees. Two ways of conflict perspectives exist; career interferences with parenting (family) and parenting interferences with career respectively (Sayeed 2011).

According to Demerouti, Peeters, & Heijden (2012), conflict in career and parenting life occurs when cumulative demands of work and non-work life roles are incompatible each other. Major and Germano (2006) acknowledge that, family and work role imbalances are critical factors for women employee well-being. Organizations are facing the challenge of how to develop and manage their employees. The increase permeability of the formal work life boundary in family life through its strict demand for punctuality and work load, work role and work hour presents new challenges to women's efforts to balance career and parenting(family) needs (Mercy 2014).

The challenges in balancing career and parenting life are part of everyday reality for the majority of working women which arises from the overlap between the times allocated for employment and parenting responsibilities (Kumari et al. 2013 & Krishna 2014). Having dual roles, married women expected to attend new born baby, returning children from school, prepare meals, caring for the household members and other domestic duties (Kumari 2012).

In balancing dual roles and responsibilities, women employees suffer extreme level of exploitation in patriarchal society (Epie 2010; Foluke et al. 2015). Even though, public/formal employment of woman is increasingly accepted; the majority of husbands not accept the changing life pattern. Husbands refuse to share the responsibilities of the household and look after the children. These duties are still considered to be exclusive of the wife (Anand 2006; Ahmad and Omar 2010). Even today, family and children are generally perceived to be the primary responsibility of the woman (Eswari 2009). These aspects increase the dual roles conflict between career and parenting among working women.

According to Mitta et al. (2015) stated that, employed women's lack proper family support to balance career with parenting roles and responsibilities. At same time, the family doesn't

support women to leave domestic work and go to office. They also resist women to work till late in office which also hampers the performance of the women.

Goldberg et al (2012) revel that, career - parenting conflict experienced by women employees in child mother relationship creates the feeling of neglecting for the child; and for the mothers also feeling of not properly look after the child. In addition, women employees feel them as to do some work at office to meet the work role expectation. In this situation, working mother's faces psychosocial problems arising from inner conflict and a feeling of guilt, anxiety or tension (strain) that are caused by the dual role commitment (Dunifon 2013).

Some research has tended to examine the parenting role in isolation from other roles (Stephens & Franks 1999 cited in Gordon 2011:664). Yet, the reality is that women's lives are complex, as many women balance the caregiving role and the role of employee. Employed women who provide care for their children, their role in the labor market, and their critical role in the lives of family makes it essential to understand the extent to which the demands of career and primary caregiving contribute to roles conflict and role strain.

Bajracharya (2010) stated that, in developing world a number of women challenged in balancing the expectation of parenting at home and the work role outside home. Leslie and Paolisso (1989 cited in Mulu 2014:5; Epie 2010) in developing countries, particularly mothers have dual roles in their households as income generators and primary caregivers to their children. Because of time limitations, these roles are more often than not at odds with each other, with significant consequences for children.

Africa has made significant progress in terms of women labor force participation (African Union 2014; World Bank 2014). But, there are marked differences within the continent, North Africa is the region with the lowest rate (just over 20%) and Sub-Saharan Africa is one of regions highest rates (around 64%) of women's labor force participation. Due to the increasing number of women labor force participation, women employees face difficulties in balancing work and non- work related activities.

In Ethiopia the trend of women's employment increased by 15.06% (Ethiopia National Employment Policy and Strategy paper 2009). The World Bank (2014) data shows that, from Ethiopian labor force participation, women represents close to half (47%) and mothers are also part of this labor force. According to the EDHS (2011) data, women make up only 3.1% professional & technical sales, 33% service, and 2.2% Clerical employment.

In Ethiopian context, since mothers' are the primary care taker of the family and they have also a huge responsibility to raise children, look after family, and involve in the labor force. There is good evidence that mothering disturbs a woman's career life, most of the time, mothers arrive late to work, leave early, miss work, and faces frequent interruptions at work because of their parenting responsibilities (Kebede 2008; Beyene 2011; Rezene 2015).

Hence, the purpose this study, thus, is to investigate challenges in balancing career and parenting roles emphasis on socio-demographic characteristics of employees; career and parenting related roles conflicts; and coping strategies employed by women employees in balancing career and parenting: the case of women government employees at Hossana town.

1.2.   Statement of the Problem

Women play a vital role in economic and social development of a country and their contribution is nothing short of their male counterparts (United Nation 2010). And, there are evidences which prove women are an integral part of the paid workforce that cannot be dispensed with (Barnett, Marshall & Sayer (1992) cited in Ajayi 2013:4). However, their participation in the formal sector has been limited for various reasons. The demographic changes in labor force participation of working mothers create dual responsibilities that influence career and family; and increase the demand of how women employees balance job and parenting (Innstrand, Langballe and Falkum 2010). This indicates, women are forced to combine two jobs at the same time; but the association between reproductive and productive roles is relatively irreconcilable because these roles are demanding (Aluko 2009; Bianchie & Milkie 2010).

In Ethiopia, traditionally the major responsibility of women has been perceived to be the maintenance of the family including domestic activities and as primary caregivers to infants and children. Also, they play an important role as family income generators, whether in household or as employees (Mulu 2014). Even though today women are employed in male-dominated fields such as law, professional sports, the military, law enforcement, medical professionals, top-level corporate positions and other disciplines, they are constantly challenged to balance career and parenting. On one hand, traditional parenting roles and responsibilities, and, on the other hand, career related roles and responsibilities like job status, work load, long working hour and socio-demographic background of the family affect their roles and responsibilities. Because of these, women employees who engaged in government sector may face difficulties to combine career and parenting roles.

Quite a lot of studies have been conducted in the Western countries on employees' work and family lives. Most researchers (e.g. Wayne et al. 2007; Bianchie et al. 2010; Demerouti, Peeters, & Heijden 2012; Erdogan et al. 2012; Kumari et al. 2013; Kumaraswamy 2015) have concerned with benefits of work-family balance and the result on job commitment and job satisfaction because of the prevalence of these factors on employees' turnover and performance and also they examines work life balance and workers wellbeing. Several other researchers in Africa (e.g Akintayo 2010; Eby 2010; Ajayi 2013; Mercy 2014; Folke et al. 2015) conducted study on the work life balance benefits for married women with children in paid employment go through; and multiple work life balance initiatives in Banking sector; and factors affecting work life balance in NGOs including work role, work load and management in non-governmental organizations and work and family relationships between work and family domains and their studies indicates different outcomes.

There are researchers in Ethiopia, related with challenges and opportunities of women employment (e.g. Demissie & Tsehai 2008; Kebede 2008; Ashenafi 2009; Beyene 2011; Weldeeysus 2013; Hora 2014; Mulu 2014; & Rezene 2015).

To summarize the literatures, (Beyene 2011) conducted on "Provision of Childcare Benefits to Working Parents in Addis Ababa, Ethiopia"; (Rezene 2015) studied on "Impact of Work Life Conflict on Job Satisfaction in Banking Industry Focusing on Ten Selected Banks in Addis Ababa" showed the effect of work life conflict on job satisfaction and implementation of work life balance programs, practices and policies; (Hora 2014) conducted on "Factors Affecting Women in Leadership and Decision Making Process"; (Mulu 2014) showed "Maternal Employment and its Impact on Mother-Child Relationship and Competency showed the negative effect of employment on mother child relationship "; (Weldeeysus 2013) studied on "Challenges and Opportunities of Women to be Leaders in Selected Governmental Secondary Schools of Addis Ababa"; (Kebede 2008) conducted on "Challenges and Opportunities Facing Women Managers in Oromia Regional State Bureaus and Offices". All the above researches are come up with the argument that less commitment to implement gender sensitive policies, negative stereotyping, less collective effort of stakeholders, fear of balancing family and professional work, informal network of men, absence of role models and low educational background of women employees as a challenge.

Hence, the aforementioned studies mainly conducted on western countries and different African countries focused on work-family balance or work life balance in public and private Banks, NGOs, and in high executive women managers in NGOs. In Ethiopia also, the studies conducted in relation to challenges of women employment, job positions to be leaders, job satisfaction in different areas and contexts. But, they fail to address the challenges of women employees in balancing career and parenting roles, particularly the case of government women employees. Because, the government institutions organizational structure, job structure, work load, work hour and job positions and organizational management systems differ from that of NGOs and Banks. Therefore, unlike studies ever conducted on this issue, this study attempts to fill the gap by describing what are the socio-demographic characteristics affect women employees in government organizations, how the career- parenting related roles conflict challenges to balance career with parenting roles; and what coping strategies women employees will take in such

circumstances with particular emphasis on government women employees at Hossana town.

1.3. Objectives of the Study

1.3.1. General Objective of the Study

❖ The general objective of the study is to investigate the challenges in balancing career and parenting roles: the case of women government employees at Hossana town.

1.3.2. Specific Objectives of the Study

❖ To describe the socio-demographic characteristics of women government employees in the study area.

❖ To identify career- parenting related roles conflict that challenges to balance career with parenting roles of women government employees in the study area.

❖ To know coping strategies employed by women employees to reconcile career with parenting roles in the study area.

1.4. Significance of the Study

In addition to fulfilling the academic requirement of the researcher, the result of the study will have the following benefits. First, other researchers may use the findings in the study for further or related research. Second, the government organizations may use the findings as feedback and stepping stone for further analysis of policy and strategies on women employees in government sectors. Third, the study extends the knowledge base of the reader for academic purpose and as academic document that currently exists in sociology field; and also the topic may use for further broad analysis of sociological knowledge on balancing career and parenting among women employees. Finally, the result of this study may expected to contribute in understanding the major challenges in balancing dual roles and responsibilities and coping strategies employed by women employees in the study area.

1.5.   Scope and Limitation of the Study

1.5.1. Scope of the Study

Generally, the scope of this study is limited to Hossana town administration government sectors, high schools and health centers. Sub-city administrations and Kebele administrative lines were not included in the study.

The scope of the study was undertaken, challenges in balancing career and parenting: the case of government women employees at Hossana Town, Hadiya Zone, Southern Nation, Nationalities and Peoples' Regional State (SNNPRS) of Ethiopia. And, the study was conducted only in government sector women employees because to get enough number of sample size to generalize the study, to get diversified professional women employees like professional administration officers, teachers, nurses, and the like. The study also focuses on only permanent or full time women employees not on temporary or part time women employees. In addition to these, the methodological scope of study was both qualitative and quantitative research method. Finally, the theoretical scope of the study based on role theory and extensions of role theories like role conflict and role strain theories.

1.5.2. Limitation of the Study

Even though having different efforts, the researcher face some challenges while doing this study. Due to tight work, the participants of focus group discussion (FGD) women employees did not give attention for the study. Also, due to cultural and other influences some respondents and participants might not be willing to provide information about their current parenting challenges at home especially during focus group discussion. The above challenges had some impact on the data collection.

Also, it is important to note that other limitations were observed. First, the findings of the study do not use inferential statistical procedures other than correlation, it preclude us from drawing causal inferences. Next, the findings cannot be generalized to other women employees in other organizations; because of the skewed nature of the sample (i.e. women employees from the government sectors), but surely the broad similarities specific to a particular gender provided some insight to the study.

1.6. Study Area

Hadiya Zone is one of the 14 zones and 4 special woredas found in Southern Nations, Nationalities, and Peoples Regional State (SNNPRS). Now, the zone has a total of 10 woreda and one town administration (Hossana) as administrative political unit of the zone (HZFED 2009). The Geographical location of the town is located south west of the capital city Addis Ababa 232 km away via Alemgena-Butajira route and 168 km away from Hawassa (the capital of SNNPRS). The absolute geographic location of the town is 7015'00" North latitude and 37050'30" East longitude. The altitude of the town ranges from 2140m to 2380m above sea level.

Being an administrative capital of the Hadiya Zone, Hossana provides a base for many public and private institutions that operate in the zone. In addition, the town functions as a center for Zonal town. It is also a major economic and transportation node, being at the center of six national and regional transport routes. Since May 2008, the town is led under town administration with three sub-city and eight kebeles (HZFED 2010). The majority of the people in the town are driving their livelihood by undertaking small and medium trade and enterprise, government employment and farming in the surrounding areas. The choice of the town for the study is based on the interest of the researcher and to get large number of sample government organizations held.
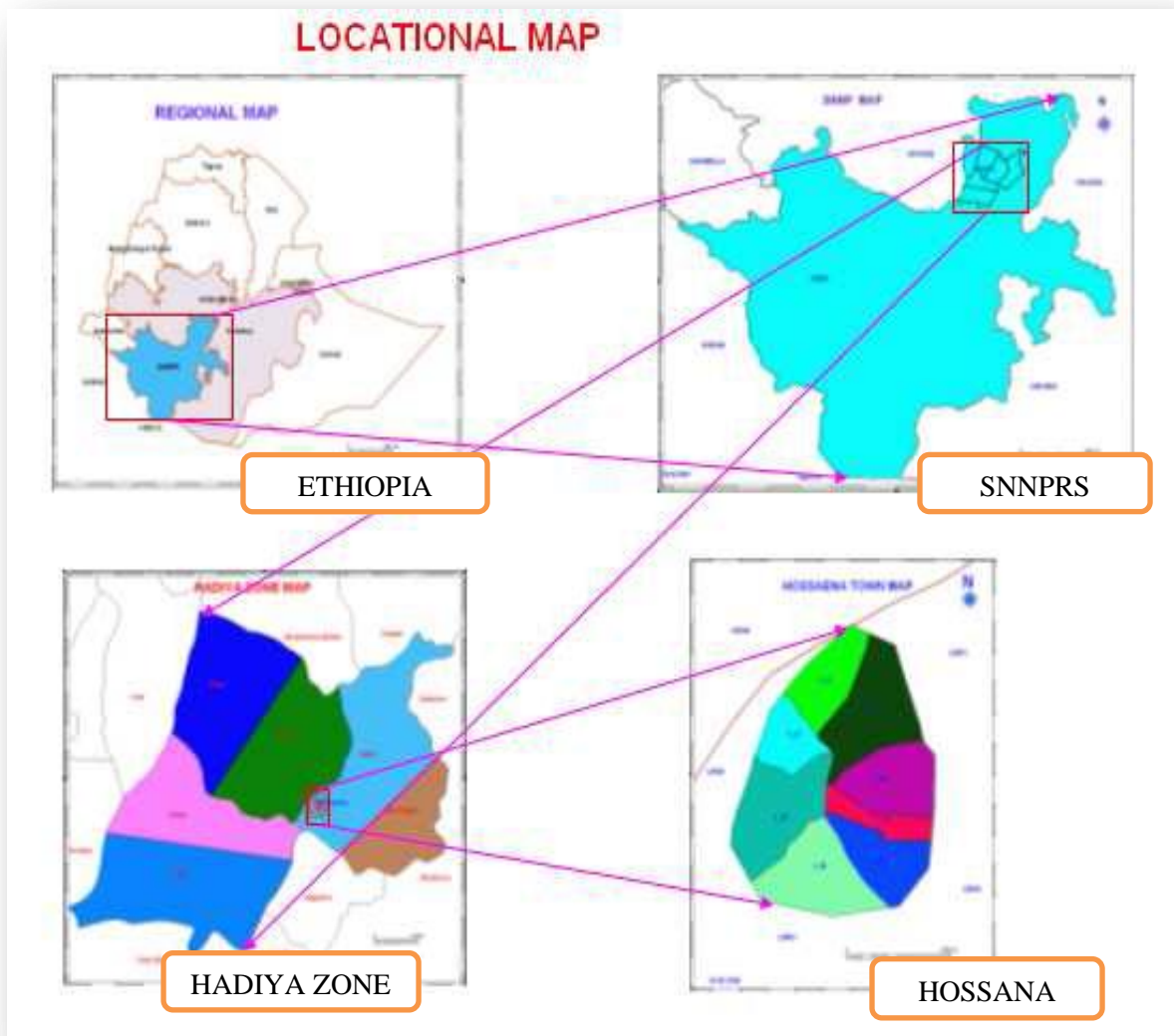
Figure 1: Study Area Map (HTFEDD 2010).

CHAPTER TWO: LITERATURE REVIEW

This chapter provides a literature review on the challenges in balancing career and parenting in accordance with the stated study objectives. The first section of the literature review looks at the theoretical framework. The second section of the literature part focuses on the conceptual framework. Third section of the literature highlights at empirical review. The final part of the literature shows the existing policy frameworks from the global to Ethiopia context.

2.1.   Theoretical Framework

A theory is a system of inter related ideas that helps one to clarify and forecast phenomena. The importance of theory in every research cannot be ignored. This study uses Role theory as framework.

The origin of Role theory is dated back to the time when social scientists took seriously the possibility that social life could be compared with the theatre, where actors played predictable "roles." Social philosopher George Herbert Mead (1934), Anthropologist Ralph Linton (1947) and Psychologist Jacob Moreno (1934) are considered as the founders of role theory (Martin and Wilson 2005).

Martin et al. (2005) states that contemporary role theory is issue of two dominant theoretical traditions in sociology which are structural functional role theory and symbolic interactionism. In the functionalist conception, role is one of the important view in which an individual's activity is socially regulated. Roles also create regular patterns of behavior and thus help to predict actions, which not only allow individuals to function effectively because they know what to expect of others, but also make it possible for the sociologist to infer about society.

Individuals generally have and manage many roles. Roles consist of a set of rules or norms that function as plans or blueprints to guide behavior (Harrison and Lynch 2005). A role, in this conception, is not fixed or prescribed but something that is constantly negotiated

between individuals. Roles specify what goals should be pursued, what tasks must be accomplished, and what performances are required in a given scenario or situation.

In applying the role theory and extensions of roles theory (role conflict and role strain theory) to this study, there is indication of role conflicts in balancing the career and parenting responsibilities of women as stated in literatures. Thus, role conflict results when an individual encounters tensions as the result of incompatible roles. Role conflict refers to the inappropriate relationship between competing responsibilities. Also, role strain refers to the felt difficulty in fulfilling role obligations. In this instance, the theory gives a picture for responsibility what is needed from women in paid work and women at parenting. For example, a woman, while playing her role as a mother and wife can also find herself in a situation where she becomes the breadwinner of her family. This could result into role conflict and role strain.

The adoption of the role theory in this study highlights the constraints imposed on working women as they seek to balance their traditional role ideals with their career demands. Women who are engaged in paid labor force, particularly those in the public sector, are more likely to experience greater pressure than women who are not. These women try and meet these role expectations and ideals; it heightens role strain and conflict for them. This situation seems to be more pronounced for women professionals found in governmental organizations in the study area.

Therefore, role theory demands are consider as a strain or pressure and conflict on women professionals and workers because the more average time spent by them on their career roles outside the home, the less time they will likely spend at home fulfilling their parenting roles due to these reasons, the roles conflict are challenging on balancing as well as take care of her child (children).

2.2. Conceptual Framework

The conceptual framework is designed to outline the expected interrelationships between the career roles and parenting roles and the factors that dictate the demands each interconnected role places on women employees. The diagram is likely to expose the various linkages between career and parenting roles.

Women's balancing career roles demands are summarized in the career- parenting roles box. Variables that are expected to determine the demands of these roles based on this study are listed in Socio-demographic box and the arrow shows the interconnection between roles. The likely family and organizational support are listed in the coping strategies box. With organizational support, family support, spousal support and relatives support in place, or one or all absent, the likely result will be balance or conflict.

```
┌─────────────────────────┐
│ Socio -demographic      │
│ variables               │
│  - Age                  │
│  - Marital status       │
│  - Education            │          ┌──────────────────┐
│  - No of children       │────────▶ │ Challenges in    │
│  - Family size          │          │ Balancing        │
│  - Work experience      │          │ Career and       │
│  - Spousal work         │          │ parenting roles  │
│  - Working hour         │          └──────────────────┘
└─────────────────────────┘            ▲          │
                                        │          │
┌─────────────────────────┐            │          │
│ Career - parenting      │────────────┘          │
│ Roles conflict          │                       │
└─────────────────────────┘                       ▼
┌─────────────────────────┐
│ Coping strategy         │
│  - Family support       │
│  - Spousal support      │
│  - Relatives support    │
│   -  Organizational support │
└─────────────────────────┘
```
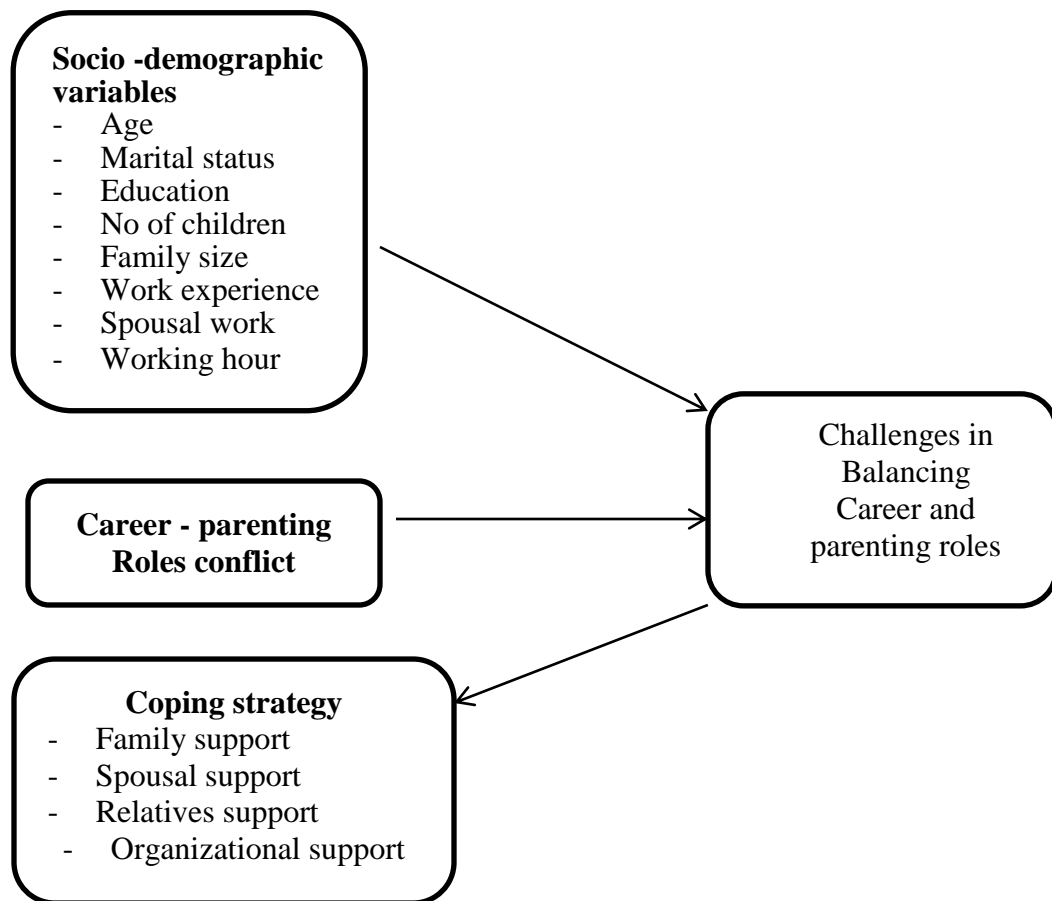
Figure 2: Conceptual framework adapted from (Hennessy 2007).

2.3. Empirical Review

This section gives an overview of the existing literature and studies regarding challenges in balancing career and parenting of women employees. This would be examined more carefully throughout this section.

2.3.1. Career- Parenting Balance

Career-parenting balance is vital for parents' wellbeing, children, organizations' performance and well-functioning of society (Grady et al. 2008). There are different beliefs on how career- family balance should be defined, measured and researched (Grzywacz & Carlson 2007).

Different terms are also used by different researchers. For example, Frone (2003), Greenhaus et al. (2003) and Clark (2000) refer to the term 'work-family balance'; Clarke et al. (2004) refer to 'work-family fit'; Burke (2000) refers to 'work-personal life /parenting balance'; and Grady et al. (2008) refer to 'work-life balance'. As work-family balance is often associated with traditional families, i.e., individuals who are married with children (Barnett & Hyde 2001).

The literatures indicate that, a number of career-parenting balance (CPB) definitions. For instance, Clark (2000) describes (CPB) as "satisfaction and good functioning at career and parental relationship, with a minimum of role conflict". Clarke et al. (2004) states that "an equilibrium or maintaining overall sense of harmony in parenting". Greenhaus et al. (2003) defines CPB as "the amount of time and the degree of satisfaction with the career and parenting role". Grzywacz and Carlson (2007) believe that CPB is "an accomplishment of role-related expectations that are negotiated and shared between an individual and his/her role-related partners in the career and parenting domains".

The concept of career-parenting balance is interesting and increasing attention at both the national and international level (Levy 2012:9). Rising of women employees are a consequence not only of changes in the attitudes and values of women, but also of developments in the wider economy.

Most literatures indicate that, balancing career and parenting roles are challenged by career with parenting roles conflict and parenting with career roles conflict. The two perspectives of role conflicts are conceptually they are related inter role conflicts, but they are distinctive. Career - parenting role conflict defined as "a form of inter role conflict in which the general demand, of time devoted to, strain created by the career interfering with performing parenting related roles and responsibilities." And parenting- career conflict refers to "a inter role in which the general demand of time, strain created by the parenting interfering with performing career related roles and responsibilities" (Netemeyer et al. 1996 cited in Sayeed 2011).

2.3.2. Career Related Roles Conflict

The term career role is defined as the required pattern of activities for an individual at the workplace (Spector 2007). Every group has a designated job to do and an expected role to play which is linked to their job. In other cases, career roles may be associated with titles, (manager or supervisor), with associated role expectations (driver), or it may be a role relating to a title, or a role relating to technology. There are a number of career related role factors which may affect career and parenting balance, these include; job load, job/work hour/schedule, job security, job responsibilities and stressful job situation (Duxbury 2009).

Skinner and Pocock (2008) investigated the relationship between work overload, work schedule control, work hours and their fit with preferences and work-family conflict among full-time employees (N=887). It was found that the strongest association with work-family conflict was demonstrated by work overload, followed by work schedule control, work hours and work hours fit. Time-based work life policies, procedures and interventions were found necessary, but not sufficient, for addressing work-family conflict. They called for effective managing of work overload to support a healthy work-life relationship.

According to McDowall (2009) study revealed that everyday difficulties related to career significantly affected work and family balance. The findings indicated that work activities that were associated with conflict such as threat of job loss or financial problems. A

potential explanation for these findings is the case of police and associated personnel who are trained to deal with unforeseen circumstances, but may be much less equipped to deal with everyday stressors. The impact of everyday hassles may be exacerbated when life problems such as parenting problems spill over into work. For example, concerns over a sick child may result in an employee being distracted between the pressure to perform at work and taking care of the family member.

Sayeed (2011) study conducted in work family conflict managers in Dhaka, India. From 100 working managers, stratified sampling four strata are selected (Doctors, Teachers, Bankers and Managers) and then total forty samples are chosen from different strata. This finding shows that, longer working hours affect work family balance directly and children are the worst victims of this WFC.

Monica and Santhi (2013) have investigated the organizational factors influencing stress formation with reference to the random sample of 100 working women in IT sector of Greater Noida region of New Delhi. The study reveals that high workload, long continuous working hours, office politics, attitude of superiors and inflexible organizational policies are emerging as major organizational factors influencing stress formation.

2.3.3. Parenting/Family Related Roles Conflicts

Abdullah et al. (2014) revels that, various challenges that face employed women today in parenting, domestic problems as well as official matters. A case study on problems of employed women in City Sukkur Pakistan, exploratory research with quantitative analysis through interview schedules conducted in 150 respondents from teachers, doctors, nurses, employees of various NGOs and sales representatives in various cellular companies participated. The study finding shows that, in homes they cook, clean the house, care for children and family members while workplace they face transportation problems, sexual harassment, work overload, stress during their mobility and at work place. Similarly they have less access to join social gathering because dual responsibility conflict.

According to Kumaraswamy (2015), study on balancing work and family in selected Banks Karnataka, India. The sample size 150 respondents were chosen with random sampling technique. The finding of the study shows that. The mean value of married women employees is high in the factors like 'Demands of work interfere with home and family life', 'Family related strain interferes with ability to perform job related duties', 'Family related strain interferes with ability to perform job related duties'. It indicates that married women feel more imbalances between work and life than the unmarried women employees in these factors. Therefore, the study concluded, family related factors were statistically significant with work family conflict.

In previous researches, the principal family-related variable that is considered as a significant contributor of family factor that affect reconcile career and parenting is number of children in a household, having young children of preschool age, the number of children ever born is the age of the children and dependent family members are significantly related to degree of role strain experience and time constraint for women.

2.3.4. Coping Strategies

Coping process is introduced in response to an individual's assessment that significant goals have been lost, endangered or harmed (Folkman and Moskowitz 2005). Coping has to do with the way people manage life conditions that are stressful (Hyman, Scholarios, & Baldry 2005). Many researchers have focused on how workplace support impacted the balance of career and parenting, which has the potential to lead to career success. Warren and Johnson (1995) found in that in work place supervisors play an important role in reducing conflict by providing support using organizational policies and programs in balancing career and family.

Some researchers have concentrated on the balance of career and parenting to only include workplace support (Blair-Loy & Wharton 2002). However, balance of career and parenting also includes coping strategies within the family because they play a vital role in the career success of women. Sorcinelli and Near (1989) found that, 50% of their participants placed more stress on balancing time and commitment towards the family than towards their

career responsibilities. They also found that women crowded career goals "without letting anything else go" (Sorcinelli & Near 1989). Therefore, having coping strategies helps to "let other things go" by using family resources. Coping strategies include restructuring family and work system, paid services, stress reduction, and spousal support.

Maxwell and McDougall (2004), Coughlan (2005), and Cieri et al. (2005) studied and identified different work life coping strategies. These included: parental leave, paternity leave, maternity leave, adoption leave, retreats, flexible work timings, job sharing, job splitting, flexi time, compressed working week, annual hours system, telecommuting, supervisory training in work family sensitivity, on-site day care emergency child care, elder care arrangements.

Cieri et al. (2005) explored the range and usage of work life balance strategies in Australian organizations and identified the barriers to those strategies. The study was based on three surveys conducted in 1997, 1998 and 2000. The most frequently cited work life balance strategies across all the three surveys were part time work, study leave, flexible starting and finishing times, working from home on informal basis and job sharing. The results showed that 50% of the organizations had less than 20% of their employees using work life balance strategies that were available and only 6% of organizations had more than 80% of their employees using work life balance strategies. Therefore, women employees in different ways they take measures to balance career and parenting in organizational policy and program support and spousal support and individual mechanism.

2.4.   Family- Friendly Policy Review

This section highlights the general aspects of family-friendly or family work balance policies to give some insight to the study from global, Africa and Ethiopia context.

The changing demographics due to more feminized workforce, with higher rates of labor market participation in the world indicate that most families do not have a full-time caregiver at home. As a result, parents throughout countries are struggling to balance the demands of employment with the needs of their families (Ajayi 2013). Policy makers have been forced to tackle a range of problems: insufficient parental time spent with their children; excessive stress on working parents; gender imbalances in the workplace and in caregiving; and financial burdens imposed by the high cost of quality child care (UN 2012).

Many previous studies on the effects of workplace policies have focused on formal policies, often classified as "family-friendly policies," such as maternity leave, paternity leave, work-schedule flexibility, and on-site childcare, rather than informal policies such as a supportive workplace culture and supervisory support (Salzstein et al. 2001; Jang 2008).

According to United Nation Economic and Social Affairs (2012) revels that family oriented policies and programs promoting work-family balance vary across the regions. They may range from parental leave to child benefits and access to quality and affordable childcare. Parental leave policies including maternity and paternity leave upon the birth of a child and parental leave to care for a young child differing in length and coverage, have become a norm in the majority of developed countries. In developing countries, however, few countries provide benefits in accordance with the ILO standards (United Nation 2012).

According to Robila (2014), in developed countries work-family policies and practices both formal and informal channels of communication exist. For examples in Japan "Work-Life Balance Charter and Action Policy" which contained a set of new societal principles embedded in revisions of the Child Care and Family Care Leave Law. In Australia, the Productivity Commission inquiry led to the introduction of universal paid parental leave in 2010.

Similarly, the European social partners' dialogue led to revisions in the European Union Directive on Parental Leave providing for better protection against discrimination and smoother return to work. In France, comprehensive family-oriented policies, including long and well-paid maternity leaves, an extension of paternity leave, flexible parental leaves, as well as freedom of choice in access to a variety of child care arrangements is often seen as contributing to comparatively high fertility rates in Europe (United Nation 2012).

According to African union report (2012) at a national level, only Senegal has developed a Road Map on Family Policy and South Africa is in the process of preparing a white paper on family policy. Despite the lack of resources and competing priorities, a growing number of African Governments including Ethiopia had been designing and developing specific policies, usually in the context of Poverty Reduction Strategy aiming at achieving economic growth, poverty reduction and sustainable development. The overall family-focused policies and programs are in the form of anti-poverty and social protection policies.

In Ethiopia one of the major documents addressing women's rights is the constitution of the Federal Republic of Ethiopia. The Constitution in its Article 35(4) states that women have equal rights to those of men in all spheres, including education, employment, and access to resources and management of the same. These include rights and protections equal to those of men; equality in marriage; affirmative action; rights to full consultation in the formulation of national development policies, designing and execution of projects, especially when these affect the interests of women; the right to acquire, administer, control, use and transfer of property; and the right of equal employment, pay and promotion (FDRE 1995:23).

National development plans, such as the Growth and Transformation Plan 2010/11-2014/15, include women's empowerment and equitable benefit, and prioritize women's participation in economic development, the social sector and politics, and ending harmful traditional practices(MOFED 2010).

In general, like most African countries, Ethiopia have not organized work-family oriented policy, but the Labor proclamation No. 377/2003 on the general issue of employed women and describes the roles to harmonize the employed women working condition. These includes, Art (87) focus on women in work place shall not discriminated in employment and payment in gender basis, the right of pregnant women work time and work place. And Art (88) focused on employed pregnant women right on maternity leave and its duration with payment.

CHAPTER THREE: RESEARCH METHODS

3.1. Study Design

This study used cross sectional survey design, because the aim of this study is to gather data at particular point in time. Cross-sectional study design is helpful when the intention of the study is to describe the nature of existing conditions at one point in time or to identify standards against which existing conditions can be compared, or determining the relationships that exist between specific events (Cohen et al. 2000:169).

3.2. Data Collection Methods

To conduct this study, the researcher used both quantitative and qualitative data collection methods. The quantitative data were used survey. The qualitative data were used in depth interview and focus group discussion. Four in-depth interviews conducted in different government offices and three focus group discussions in which six to eight women from three government offices participated was conducted for this purpose. The three government offices from which women participated in the FGD selected were Hossana town Children and Women's affairs; Hetto high school and Hossana town health center were selected. Because, to participate different professionals from different departments and from different job positions to get appropriate information about the study

3.3. Data Sources

This study used both primary and secondary data sources in order to get appropriate data. Primary data were collected from government sector women employees at Hossana town. Whereas, secondary data was collected from works that have already been done in the field of women studies and women in the workplace as well as challenges of women in the formal sector were collected from relevant annual reports, manuals, documents and statistical reports from concerned bodies. Also appropriate formal career related documents from Hossana town Administration Office, Children and Women Affairs and Civil Service sector were sources of secondary data collection.

3.4. Sampling

3.4.1. Study Population

In Hosanna town administration, there are 25 governmental sectors, 8 High schools and five health centers (HZFED 2010). From these 38 total governmental organizations, there were 282 women employees who are the target population of the study (Hossana town Civil Service sector report 2015).

3.4.2. Sampling Technique for the Survey

The researcher used simple random sampling method to select the respondents for the study because, to allow equal chance for members of the population. The employees' file and employee placement documents were used as sampling frame.

3.4.3. Sample Size Determination

The sample size was determined using the following sample determination formula given by Yamane's (1967) formula. The Yamane formula is chosen for its acceptable level of accuracy in generating a representative sample size at 5 percent level of confidence Interval.

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

Where; n is the sample size,

   N is the population size, and e is the level of precision (margin of error).

   e= confidence level = 0.05 i.e. 95% confidence

Therefore,   N= the total number of women employees (282)

$$n = \frac{282}{1+282(0.05)^2} = 166 \text{ women employees}$$

Then, 166 total number of respondents selected and divided for 25 governmental sectors, 8 high schools and 5 health center; for the total 38 organizations; approximately four respondents per organizations. However, when some organizations did not have as many as enough number of respondents. Consequently, the researcher was used purposive sampling technique from the strata to redistribute the remaining questionnaire to organizations using sample frame.

3.5. Tools of Data Collection

In order to have a better understanding and to achieve the desired goals of the research, the data were collected through questionnaires, interview guides, and focus group discussion guides.

3.5.1. Questionnaire

It is widely used and useful instrument for collecting survey information and it can be used in the absence of the researcher (Cohen et al 2000:245). In order to collect the data through survey, both close and open- ended questions were developed. For close - ended questions, standardized five point Likert scale questions were adapted for career- parenting roles conflict from (Netemeyer, Boles, & McMurrian 1996 cited in Hui-Ying 2008:118); parenting-career roles conflict questions adapted from (Netemeyer, Boles, & McMurrian 1996 cited in Hennessy Kelly D. 2007:90) and the coping strategies questions were adapted from Hui-Ying (2008:120).

The five point Likert scales questions were adapted because, that allow the respondents to choose the possible answers that fits to their response and also scale method is preferred to make questions interesting to respondents and thereby enhance their cooperation; ultimately to ensure maximum response rate (Robson 2002). Also, the open - ended questions were prepared that allow the participants to write their answers in their own words and so as to ensure flexibility and avoid unnecessary inconveniences. Finally, thirty open and close - ended questionnaires were administered to women employees.

3.5.2. Interview Guide

Open-ended interview are flexible, allow probing, and providing thick data (Cohen et al 2000:275). To supplement the survey questionnaire, open-ended in depth interview guide were prepared and interview was conducted with one Hossana town children and women affairs office officer, one administration office gender expert, one women's league principal and one teacher totally four interviewee were purposively selected.

3.5.3. Focus Group Discussion Guide

In order to collect qualitative data, ten open ended focus group guide were prepared to three focus group discussants in which each contain eight women from three government offices were purposively selected to discuss together in a focused and moderated manner to the topics under research. The three government offices from which women participated in the FGD selected were Hossana town Children and Women's affairs; Hetto high school and Hossana town health center were selected. Because, to participate different professionals from different departments and from different job positions to get appropriate information about the study.

3.6. Technique of Data Analysis

In order to analyze the data, appropriate data analyses methods were used to analyze both qualitative and quantitative data. After coding and checking the questionnaire, Statistical Package for Social Science (SPSS) software version 20 was employed to analyze and present the quantitative data through the statistical tools, namely descriptive and inferential analysis. The descriptive statistical results were presented by tables, pie chart, graphs, frequency distributions and percentages to give a picture of the data using excel, then interpreted. Following, the inferential statistics allow researchers to infer from the data through analysis the relationship between variables; might explain the variance in a dependent variable (Cohen et al. 2000). This study used inferential statistical such as correlation to know the relationship between independent and dependent variables.

Following the analysis of each quantitative data, analyses of the qualitative data were conducted through narration to substantiate the quantitative data analysis. Then based on the information obtained from the analysis, interpretations makes to reach out some conclusions and based on the conclusion possible solutions were recommended.

3.7. Data Validity and Reliability

A triangulation research method was adapted for establishing the validity and reliability of the study. Before the data collection the data enumerators were selected, and enumerator trained. To check whether the Likert scale survey questionnaires were well prepared or not and to know the use of appropriate simple language to respondents, the questionnaires were pre-tested in non-sampled employed women. Then, after checking the instrument, it was dispatched for sampled women employees in government sectors.

3.8. Ethical Considerations

A letter of permission, from Jimma University was used to have consent for selected government organizations to collect data from women employees. And the participants were addressed at their work place. Before the data collection carried out, the objectives and significance of the study explained and clarified for the respondents in detail. Then, the respondents and the participants were asked their consent, voluntary and their honest to participate in the study and clarified they have the right to decline to fill the questionnaire freely. Also, they were assured about the confidentiality of the information by explaining the fact that no names were recorded on the individual questionnaire; instead, questionnaires identify exclusively using codes on the cover pages. Moreover, confidentiality on the information kept after the completion of the study and is not transferred to any other third party or used for any other purpose.

CHAPTER FOUR: PRESENTATION AND ANALYSIS OF THE DATA

This chapter deals with the presentation and analysis of the data that are divided into four parts. The first part deals with the Socio- demographic characteristics of the respondents that describe age, marital status, educational background, work experience, number of children, department, job positions, working hour at home and at workplaces, husbands work status of the respondents. The second part of the chapter deals with career –parenting roles conflict. The third part deals coping strategies employed by women employees. The analyses of the respondents (participants) are obtained through questionnaire, in-depth interview, and focus group discussion.

4.1. Socio-demographic Characteristics of Respondents

4.1.1. Age of Respondents

Table 1: Age of respondents

Variable	Category	Frequency	Percent
Age	< 30 years	51	30.7
	30-40 years	80	48.2
	41-50 years	33	19.9
	> 50 years	2	1.2
	Total	166	100.0

Source: Own Survey 2016

As indicated in table 4.1, From the total 166 respondents the majority, 80(48.2%) were between 30-40 years of age. Those 51(30.7%) respondents are below 30 years of age and 33(19.9%) respondents were between 41-50 years of age. The lowest respondents 2(1.2%) were above 50 years of age.

4.1.2. Marital Status of Respondents

Table 2: Marital status of respondents

Variable	Category	Frequency	Percent
Marital status	Married	144	86.7
	Divorced	16	9.6
	Widowed	6	3.6
	Total	166	100.0

Source: Own Survey 2016

The majority 144(86.7%) respondents were married, followed by 16(9.6%) respondents were divorced and the lowest 6(3.6%) respondents were widowed as indicated in table 2. Therefore, the finding shows that, since the majority of women respondents were married (144 or 86.7%); they were expected to know in detail concerning the various factors that contribute to the challenges in balancing career and parenting role in government sectors.

4.1.3. Respondents Household Size

Figure 3: Respondents Household Size, Own Survey (2016).
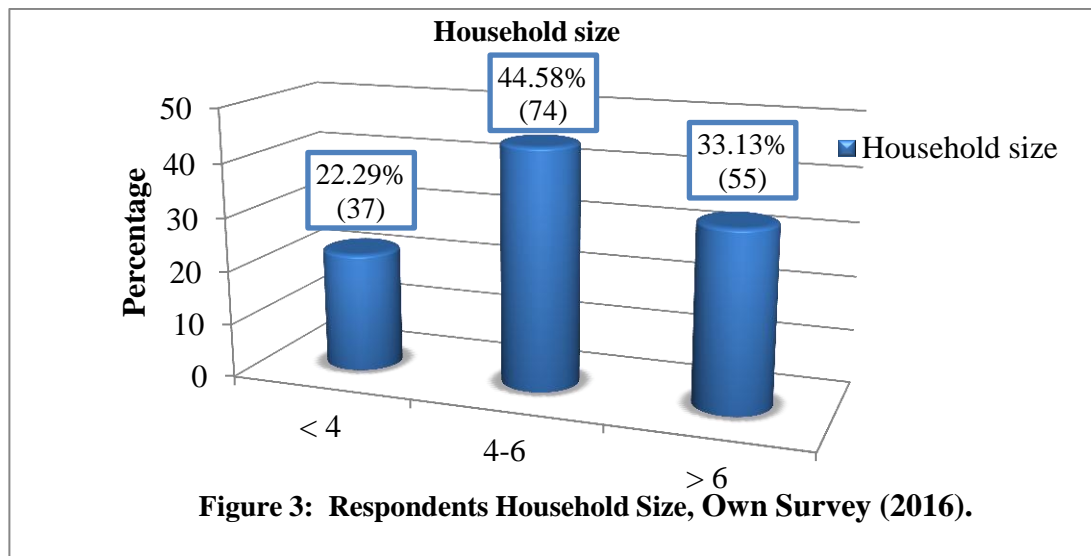
The result of figure 1 shows that, from the total number of respondents the large proportion 74(44.58%) respondents household size was between 4-6 and 55(33.13%) respondents had above 6 household size. The lowest 37(22.29%) respondents had below 4 household size.

4.1.4. Respondents' Number of Children

Number of Children

41.57% (69)   46.99% (78)   11.45% (19)

Percentage: 50, 40, 30, 20, 10, 0

< 3   3-5   > 5

Figure 4: Respondents Number of Children, Own Survey (2016).
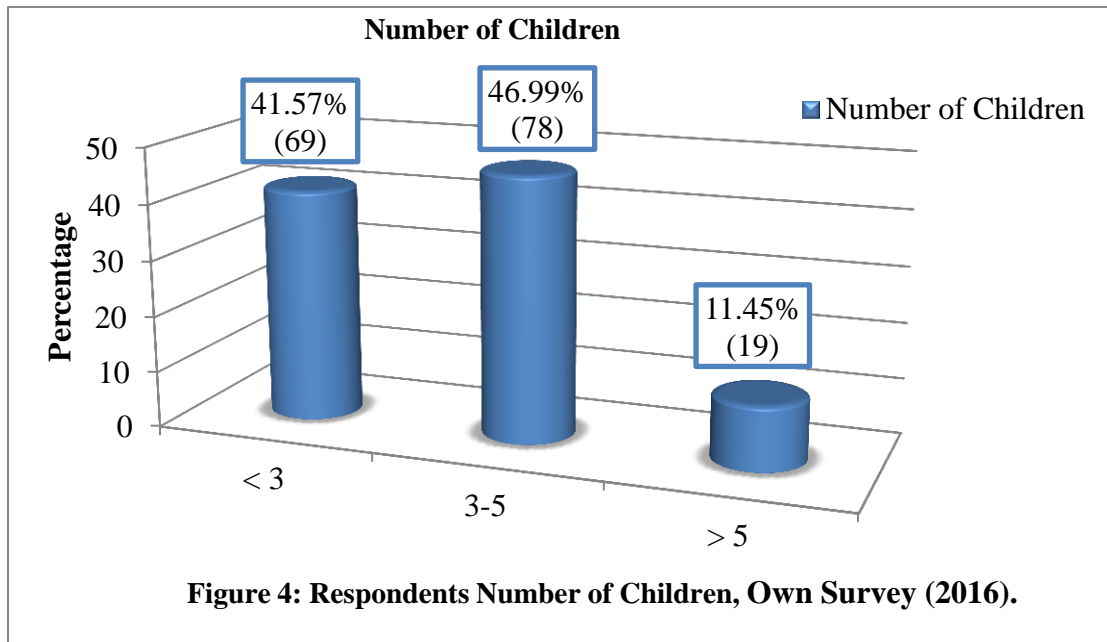
As indicated in figure 2, the majority 46.99% of the respondents had 3-5 children representing a total of 78 respondents. Respondents below 3 children represent 69(41.57%), while the lowest 19 respondents representing 11.45% had above 5 years children. Therefore, this figure showed that women employees better recognize parenting roles related issues.

4.1.5. Respondents Highest Level of Education

Table 3: Educational level of respondents

Variable	Category	Frequency	Percent
	1 - 4 grade	1	0.6
	5 - 8 grade	2	1.2
	9 - 12 grade	7	4.2
Level of education	Certificate/Diploma	75	45.2
	BA/BSc/MD/DVM	76	45.8
	Masters & above	5	3.0
	Total	166	100.0

Source: Own Survey 2016

The respondents' highest level of education as presented in table 3, the majority 76(45.8%) respondents were undergraduate degrees. Those with Certificate/Diploma were 75(45.2%) respondents and those with Master's degree were 5(3%) respondents, while 7(4.2%) of the respondents were between grade 9-12, between grade 5-8 respondents were 2(1.2%), and only one respondent was grade 4 as indicated in table 3. Therefore, the finding confirms that the respondents had a better understanding of issues related with balancing career with parenting roles and the coping strategies they employed.

4.1.6. Work Experience of Respondents

Table 4: Work Experience of Respondents

Variable	Category	Frequency	Percent
Work Experience	1-5 years	36	21.7
	6-10 years	58	34.9
	11-15 years	34	20.5
	16-20 years	13	7.8
	>21 years	25	15.1
	Total	166	100.0

Source: Own Survey 2016

The results show that, the majority 58(34.9%) respondents had work experience between 6-10 years. Those who had served between 1-5 years were 36(21.7%) and respondents who had work experience between 11-15 years were 34(20.5%). Another 25(15.1%) respondents had served above 21 years. The lowest 13(7.8%) respondents had served between 16-20 years as indicated in Table 4. The average work duration of the respondents was 11.5 years. The minimum respondents' work duration was 1 year while the maximum was 35 years. From these finding we can concluded that most of the respondents were well experienced to attempt questions related with balancing career with parenting roles.

4.1.7. Department of Respondents

Table 5: Department of Respondents

Variable	Category	Frequency	Percent
Department	Agriculture	3	1.8
	Cabine support core process	1	0.6
	Data & Statistics	26	15.7
	Engineering	2	1.2
	Enterprise	4	2.4
	Ethics & Corruption	1	0.6
	Finance & Procurement	13	7.8
	Gender & HIV	6	3.6
	Health Officer	2	1.2
	Human Resource	7	4.2
	Information Technology	3	1.8
	Laboratory	4	2.4
	Law	3	1.8
	Law making	1	0.6
	Library	3	1.8
	Nursing	12	7.2
	Office Management	13	7.8
	Office of Council	2	1.2
	Pharmacy	3	1.8
	Police	3	1.8
	Political Administration	1	0.6
	Public Relations	4	2.4
	Shared service	7	4.2
	Teaching	32	19.3
	Tourism	3	1.8
	Urban Management	5	3.0
	Women Affairs	2	1.2
	Total	166	100.0

Source: Own Survey 2016

As the study finding shows in table 5, from the total 27 departments, the majority 32(19.3%) respondents were from Teaching department, 26(15.7%) were from Data and Statistics department, 13(7.8%) respondents were from Finance & Procurement and Office management department for each and 12(7.2%) are from Nursing department. Another 7(4.2%) respondents were from Human resource and Shared service department, 6(3.6%) respondents were from Gender and HIV department, while 5(3%) were from Urban management department. Respondents who were working in Enterprise, Public Relations and Laboratory departments were 4(2.4%) for each. 3(1.85%) respondents were from Agriculture, Information Technology, Library, Law, Pharmacy, Police and Tourism departments for each. Respondents from Engineering, Health officer, Office of Council

and Women Affairs departments were 2(1.2%) for each. Respondents from Cabine support, Ethics and Corruption, Law making and political administration departments 1(0.6%) for each departments. Therefore, from this finding we concluded that, the respondents were participated from different department and it was possible to get enough information regarding the challenges in balancing career and parenting issues.

4.1.8.   Job Position of Respondents

Table 6: Job Position of Respondents

Variable	Category	Frequency	Percent
Job position	Coordinators	19	11.4
	Deputy managers	3	1.8
	Laboratory Technicians	4	2.4
	Lawyers	3	1.8
	Managers	2	1.2
	Nurses	12	7.2
	Officers	70	42.2
	Pharmacists	3	1.8
	Public health officers	2	1.2
	Quality control experts	1	.6
	Secretaries	13	7.8
	Securities	2	1.2
	Teachers	32	19.3
	Total	166	100.0

Source: Own Survey 2016

The study also investigates the respondents in which job positions' they served for, the majority 70(42.2%) were Officers, 32(19.3%) were Teachers, 19(11.4%) were department Coordinators, 12(7.2%) were Secretaries, 12(7.2%) were Nurses, 4(2.45) were Laboratory Technicians. Another Deputy Managers, Lawyers, Pharmacists were 3(1.8%) for each job positions. Respondents from Manager, Public health and Security were 2(1.2%) for each job positions. The lowest only 1(0.6%) respondent job position was quality control expert as indicated in table 6.

4.1.9. Respondents' Daily Working Hour at office and home

Table 7: Respondents daily working hour at office and home

Variable	Category	Frequency	Percent
Working hour at office and home	<12 hours	49	29.5
	13-14 hours	50	30.1
	15-16 hours	54	32.5
	>16 hours	13	7.8
	Total	166	100.0

Source: Own Survey 2016

This study investigates the daily hours respondents spent both on job at offices and home. Concerning this, the majority 54(32.5%) respondents were between 15-16 hours, 50(30.1%) respondents were between 13-14 hours and 49(29.55%) respondents were below 12 hours. The lowest 13(7.85%) respondents were working above 16 hours as indicated in table 7. From this figure we can conclude that, working women were doing long working hour in domestic chores and parenting activities as well as in career related activities.

4.1.10. Husbands' Working Status

Figure 5: Respondents Husband Working Status, Own Survey 2016

34
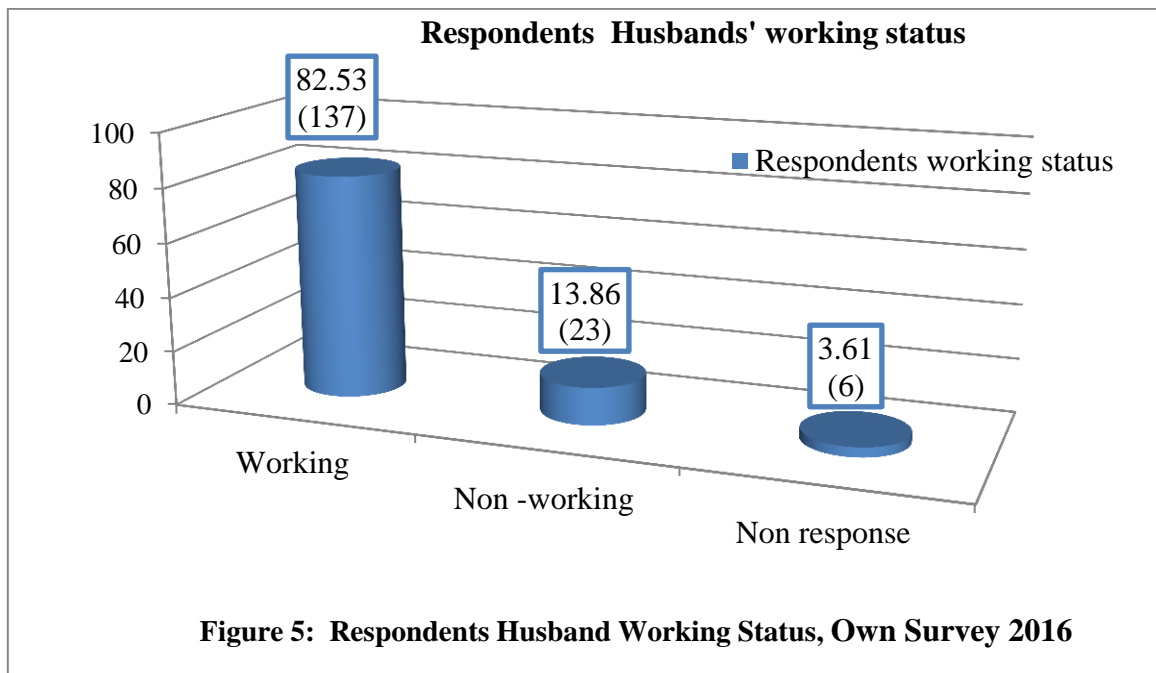
When the respondents asked their husband/spouses working status, the majority 137(82.53%) were working, 23(13.86%) were non- working and the lowest 6(3.6%) of respondents had no response as indicated in figure 3. From this finding it was concluded that, child caring and domestic activities were on the shoulder of working women, therefore women had high family responsibility and they were challenged to balance career and parenting activities.

4.2.   Career Related Roles Conflict

In this section the study investigates, what are the career related challenges that affect to balance career with parenting roles. This section has 7 items on the survey questionnaire which addresses objective two on balancing career with parenting roles. It had the descriptive analysis and qualitative analysis. For the sake of analysis the survey, respondents' opinion on a five point Likert scale analyzed on summery point using from strongly disagree (1) to strongly agree (5). For the sake of the analysis, the obtained mean values were interpreted as $\leq$ 2.50 strongly disagree, 2.51-3.50 moderately agree, and $\geq$ 3.51-5.0 strongly agree. Following qualitative data presented in narrative form.

4.2.1. Career – parenting roles conflict

Table 8: Career – parenting related roles conflict items

No.	Career – parenting roles conflict items	Response										Mean
		1		2		3		4		5		
		No	%	No	%	No	%	No	%	No	%	
1	Career schedule often conflicts with parenting life	15	9	23	13.9	32	19.3	73	44	23	13.9	3.40
2	The amount of time job takes up makes it difficult to fulfill parenting roles	9	5.4	19	11.4	27	16.3	82	49.4	29	17.5	3.59
3	Job demands make it difficult to relax all the time at home with children	17	10.2	12	7.2	33	19.9	67	40.4	37	22.3	3.44
4	After work, too tired to do some parenting activities.	12	7.2	19	11.4	41	24.7	69	41.6	25	15	3.24
5	Job produces strain that makes it difficult to fulfill parenting duties.	14	8.4	26	15.7	33	19.9	61	36.7	32	19.3	3.43
6	Due to career related duties, frequently have to make changes to parenting plans.	16	9.6	24	14.5	47	28.3	60	36.1	19	11.4	3.25
7	Children dislikes, how often I am preoccupied with career at home	19	11.4	48	28.9	34.	20.5	30	18.1	35	21.1	3.17
8	The relationship with children suffers due to different career activities	29	17.5	58	34.9	41	24.7	27	16.3	11	6.6	2.5

Source: Own Survey 2016

The career – parenting roles conflict items as indicated in Table 8, In the case of item 1, the respondents were agreed with the statement career schedule often conflicts with parenting life with mean of 3.4. Respondents response also supported by FGD participants. The FGD discussants stated that women employees are responsible for different career activities; at the same time having parenting or domestic activities like caring of children, cooking of food and different social activities. As the result, women face difficulties in balancing career with parenting activities.

As indicated in table 8 of item 2, the amount of time job takes makes difficult to fulfill parenting responsibilities; the respondents were strongly agreed on the statement with mean of 3.59. The respondents result shows that, the time career related activities takes hard to fulfill parenting activity (child rearing/ child rising) appropriately. The result of the respondents also supported by working women age 31 interviewee "A" and it is evident that:

> *I have various overlapping responsibilities and activities related to social life, family and parenting activities for maintaining a peaceful home. Hence, I do not have enough time for resting. When I go to office and social responsibilities, the time I have to spend with my children to fulfill parenting responsibility and household activities are incompatible. These lead me to stress, exhaustion …*

From the finding as indicated in table 8, in case of item 3, respondents were agreed with the statement their job demands makes it difficult to relax all the time with their child (children), with mean of 3.44. From these finding we can conclude that, women career load makes difficult to enjoy enough time with family and children. The respondents' idea supported by interviewee "D" with 38-year old women employees with a six-year old and one-and-half-year old sons, expressed by stating:

> *…I would choose to have a part time job where I can work part time and have enough time to be at home and look after my sons. I would have time to play with them, prepare meals for them and look after their needs, including talking and listening to them. However, I can't do that, my job is very tasking and I feel very tired by the time I come home and I can't do what I teach others to do (good parenting). When I come from work, I am too exhausted and very irritable. I cannot communicate pleasantly with my children.*

Therefore, the respondents and interview shows that, with the reason of career related demands women employees face lack of enough time to relax with their children and family appropriately.

As indicated in table 8, in case of item 4, respondents were agreed on the statement after work, too tired to do some parenting activities they would like to do with mean of 3.24. This finding is confirmed by interviewee "C" expressed:

Sometimes I sacrifice my career related activities just to go home and be with my children. Due to some job and social activities I am too exhausted; most of the time when I go to home from work and make up for my time. Sometimes, I end up doing some parenting activity because of being frustrated and tired…

Therefore, due to career related activities most of the time women employees' tired and exhausted after work and they are challenged to accomplish parenting activities fully as they want.

As the detail indicated in table 8 of item 5, the respondents were gave their opinion on job produces strain that makes it difficult to fulfill their parenting duties, the respondents were agreed with mean of 3.43. Also, the respondents finding is supported by FDG participant stated that, job pressure or stress is challenge women employees facing during career activities. Sometimes women do many things in the office. There are urgent matters at work, which cannot be avoided. At the same time child falls sick. In this situation, women need to go to work first to settle everything. In the case of children's serious sickness, women fall in stress and tension, these things makes negligent to fulfill my parenting roles. Therefore, the respondents and FGD participants result indicates that, women employees most of the time their career related duties pressure them to accomplish the parenting activities as they want.

As indicated in table 8 of item 6, the respondents were agree on the statement due to career related duties, they frequently change their parenting plan, with mean of 3.25. The respondents finding also supported by one of FGD participants show that, "mostly, women employees are unable to balance their career related duties with parenting responsibilities. Due to these reason, they often make changes in their day to day plans to accomplish their day to day parenting activities."

As stated in Table 8 above of item 7, respondents were agreed with the statement their children dislike, when they preoccupied with career related duties at home, with mean of 3.17. Therefore, from the result of the respondents we can conclude that, working women do career related activities at home with their children.

The result of the study shown in table 8 of item 9, respondents were disagree with the statement the respondents relationship with children suffer because of different career activities, with mean of 2.5. From this finding we can conclude that, even if the parenting activities face difficulties, the relationship with their children do not reach the sever stage. Because, each working women have different kind of coping strategies they use like husbands support, family support and organizational support as indicated in FGD and in-depth interview participants.

4.2.2. Parenting Related Roles Conflict

Table 9: Parenting - career related roles conflict items

No.	parenting – career roles conflict items	Response										Mean
		1		2		3		4		5		
		No	%	No	%	No	%	No	%	No	%	
1	Parenting life interferes with responsibilities at work	14	8.4	24	14.5	32	19.3	76	45.8	20	12	3.39
2	Have to put off doing things at family demands on time at parenting	24	14.5	28	16.9	50	30.1	49	29.5	15	9	3.02
3	Things want to do at parenting life don't get done, because of the demands of parenting	22	13.3	29	17.5	44	26.5	62	37.3	9	5.4	3.04
4	Having young children 0-5 years increases parenting-career conflict	6	3.6	3	1.8	20	12	61	36.7	76	45.8	4.19

Source: Own Survey 2016

As indicated the detail in table 9 of item 1, respondents were agreed with the statement their parenting life interferes with their responsibility at work, with mean of 3.39. As shown in the above, the finding of FGD participants expressed that child rising is one of the problems that women facing. Sometimes, women have many things to do at home. There are urgent matters at work, which cannot be avoided. At the same time, parenting related activities like preparing food for child, washing their cloths and domestic chores. In this situation, women late to sleep and rise early from sleep; the next day also she is busy in parenting roles. These things lead women late comer to work and she leaves early from work. Also pressures from parenting roles make women to unfulfilling career responsibility. Furthermore, interviewee "B" stated that:

> *I am expected to be in parenting activity before and after work all day, and then when I arrived at home, I prepare food and attend the children's and family's needs. I do not have much time to relate with my children. Due to this reason, most of the time I am late from my job and more or less I am not successful in career activities as men…*

Therefore, from the respondents and interviewee findings we can conclude that, working women face difficulties on part of family or parenting activities that also pressure them to accomplish their career roles and responsibilities.

As indicated in Table 9 of item 2, respondents were agreed with the statement have to put off doing things at family demands on time at parenting with mean of 3.02 and item 3, respondents were also agreed on the statement things want to do at parenting life don't get done, because of the demands of parenting with mean of 3.04.

As indicated in table 9 of item 4, When the respondents asked, they were strongly agreed on the statement having young children 0-5 years increases parenting-career conflict, with mean of 4.19. These findings toughly supported by FGD participant had stated that, when the child is infant and small child less than 5 years, women are highly challenged, because of breast feeding for infants, meal preparation and frequently feeding child, washing child clothes and also like playing and taking time with child, talk to him/her and have fun. That

is all working women can share for her child or children. When they are not doing the above things they feel as guilty and tension.

4.3.Coping Strategy (Supports from Family and Organization)

Table 10: Coping strategies items

No.	Coping strategies items	Response										Mean
		1		2		3		4		5		
		No	%	No	%	No	%	No	%	No	%	
1	Husbands' support by doing chores	16	9.6	19	11.4	31	18.7	60	36.1	37	22.3	2.5
2	Husbands' support by taking care of children	15	9	17	10.2	37	22.3	73	44	21	12.7	3.46
3	Supports on childcare and household chores from relatives.	21	12.7	24	14.5	45	27.1	48	28.9	25	15.1	3.25
4	Support from workplace on parenting responsibilities	26	15.7	30	18.1	50	30.1	32	19.3	26	15.7	2.46

Source: Own Survey 2016

As indicated in table 10 of item 1, respondents were disagreed on the statement support of their husband on doing household tasks, with mean of 2.5. The participants in FGD and interview show that, the culture and the norm of the patriarchal societies influence the participation of husbands in household chores (like cooking, washing cloths etc.). The FGD participants are agreed on the statement …many decisions are being taken jointly at home on financial matters while the household chores are still largely the responsibility of women. Whereas, husbands are free to pursue their hobbies and sports, the woman is not given as much freedom since there is patriarchal society in Ethiopia.

As indicated in table 10 of item 2, the large proportion respondents were agreed on the statement husbands' support on taking care of the children, with mean of 3.46. These finding also substantiated by the interviewee" C" expressed:

Anything about childcare and the home most of the time I attend to it, although my husband helps me with taking care for children around the house, thanks to him. I don't know how I would have been able to cope without him. But as you know the bulk of the work still lies on the woman's head or shoulder. I always wake up early to set things before. Outside home job is really tasking with house chores. I do whatever, I can do over the weekend and take things easy... (18 March 2016).

As indicated in Table 10 of item 3, the respondents asked, whether they received help on childcare and household chores who is not their husband or children, the respondents were agreed on the statement with mean of 3.25. The respondents' responses are stated by the FGD participants; they cannot afford domestic chores and parenting without the help of family or my friends living with us or outside, but use that line as a solution to having chores done either around or not. Women employees try to manage their time, by multi-tasking that is doing as many things as possible at once. Like cooking and washing at the same time. Also, some women set alarms to wake up very early even if they slept late. Therefore, the above respondents and discussants finding indicates that, even if women employees get help from their relatives; they try use to keep up all career and parenting activities at once as coping strategy.

As indicated in Table 10 of item 4, to know the respondents' response on the statement, their workplace is supportive on parenting responsibility by allowing flextime, or providing social-emotional support to being a working parent shows that, respondents were disagreed on the statement with mean of 2.46. The detail indicated in table 10 above. The qualitative aggregate finding from interviewees "A and C" revels that: the government organizations do not have enough support for parenting related activities other than annual leave and three months maternity leave. When women encounters problem with child (children), taking short leave is the alternative one. Other than the above support, women employees nothing they get from their organization on reconciling parenting with career duties…

Also, the FGD participants supported the respondents and interviews views on lack of appropriate organizational support for reconciling career with parenting activities; because of these difficulties working mothers encountering difficulties in their parenting role during children's sickness and other family related roles and responsibilities in government organizations.

4.3.1. "Do you think that, are you able to balance career with parenting roles."

Figure 6: Respondents response on "are you able to balance career with parenting roles?" , Own Survey (2016)
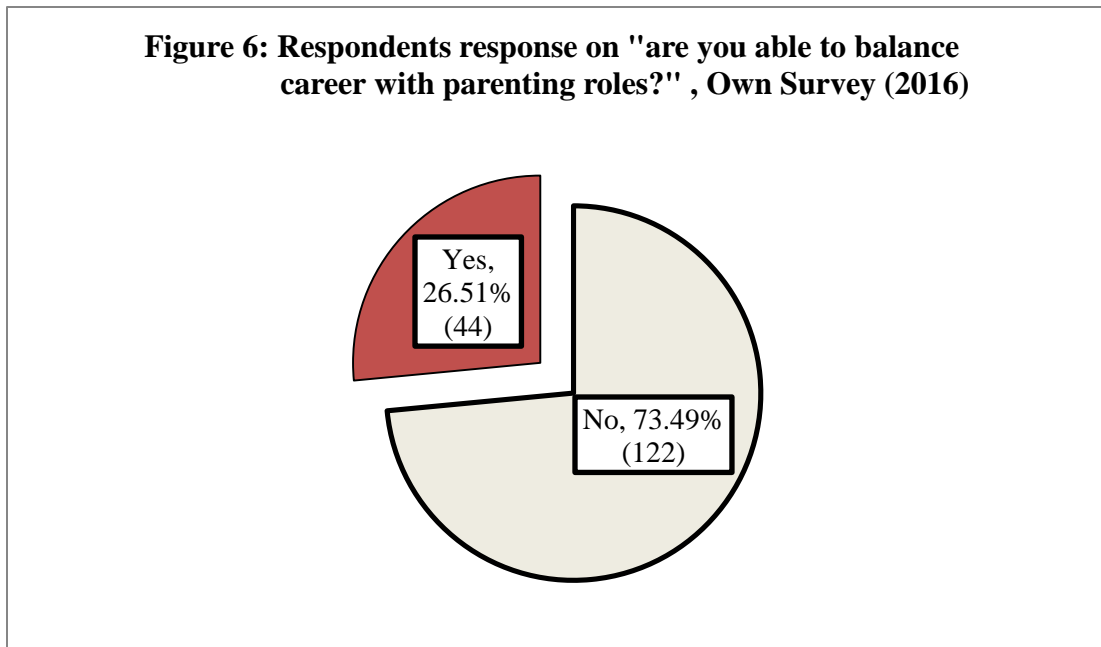
As indicated in figure 9 above, the result of the finding shows that, the majority 122(73.49%) respondents are challenged or unable to balance career with parenting roles and the lowest 44(26.51%) respondents are able to balance career with parenting role in some extent. The respondents finding the interviewee" D" stated that:

… Often women employees are not able to balance career with parenting roles because the dual task is incompatible each other. Most of the time, women take care of family responsibilities alone because of the culture and norms of the society influences them. On the other side, the lack of appropriate husbands, relatives and workplace support. Due to this case, most of the time women are frequently challenged in balancing career activities with parenting activities.

Moreover, the participants of FGD emphasized the above idea by expressing: on balancing the dual roles, women employees' faces work overload, work pressure and most of the time, both demands are incompatible. But, if there is sharing of domestic activities at home, women could have to fully participate in career position. However, the absence of enough support from families, husband and workplaces in sharing of domestic work and parenting responsibilities, women, mostly think of their home and as result, they not able to balance parenting and career activities .

CHAPTER FIVE: DISCUSSION

In attempts to investigate the challenges in balancing career and parenting roles, the present study raised some research questions. This section discusses the results and examined whether the findings consistent with previous findings.

It is found that the overall prevalence of the challenges in balancing career with parenting roles in the study area is 73.49%, this finding is high as compared with studies are conducted in Kenya(Mercy 2014), and lower than the study conducted in India (Shava 2013) and (82.2%) (Delina et al. 2013), (84.12%) Nigeria (Ajayi 2013). The possible reason may be due to differences in socio-economic, demographic, cultural, and educational; also it may be the policies towards the issue of balancing career and parenting.

The respondents in the finding revels that, generally, the majority 48.2% of respondents age lies between 30- 40 years old this finding comparable with (Kumaraswamy et al. 2015; Delina et al. 2013); 86.7% of respondents are married and this finding similar with (Shava 2013); 44.58% of respondents household size is between 4-6; and the majority 45.8% women educational status is undergraduate degree. The work experience of the majority 34.9% are between 6-10 years this finding is in line with study in Kenya (Mercy 2013) and (Weldeeysus 2013), but it is different from the study conducted in Addis Abeba (Rezene 2015; Ajayi 2013). The majority 19.3% respondents are teachers; and the majority women working hour is between 15-16 hours, 82.53% women spouses are worker in different organizations this is also comparable with (Delina et al. 2013). These implies that, women employees are matured enough, well experienced, well qualified, work in different departments and job position and they are more exposed to family responsibilities. Therefore, it is possible to conclude that, balancing career and parenting roles related responses obtained from respondents helps to get enough information that is more reliable and enable to come up with concrete finding and conclusion.

5.1. Career - Parenting Related Roles Conflict

In this study, the career- parenting related roles conflict are the challenging one, it is found through the quantitative and qualitative findings of results, the majority of the respondents and participants are not successful in striking a balance between their professional and parenting life. This shows the severity of the problems of balancing career and parenting roles of women employees. Also, the majority of respondents are found to have the feeling that, the amount of time or schedule job takes up makes it difficult to fulfill parenting responsibilities is the biggest challenge of being a working mother. This implies that, women employees are really facing a tough or hard time in their attempts to balance career with parenting life. Also, they are challenged with their dual roles conflict which shows that women employees are not pleased with the way their life is going. This means that, working mother challenges have influences on the job they involve, working hours they spend, the tasks they accomplish & tasks to be done. Thus, it can be said that working mother challenges effect on the nature of the work they involved. This study is supported and in line with study conducted in Malaysia (Sultana 2013). This result is comparable with study (Delina et al. 2013; Demerouti, Peeters, & Heijden 2012).

Also the above results are in line with; Bianch et al. (2012) & Rezene (2015) noted that, women employees working outside the home do spend less time with their children than those who do not. And, the result also supported by study conducted by McDowall (2009) it was revealed that, everyday hassles related to career significantly affect balancing career and parenting. Also, the result of this study similar with Duxbury and Higgins, (2008), the cumulative demands of career and family roles are incompatible, involvement in one role will make participation in other functions very difficult. The result of this study is comparable with literature review (Kumari et al. 2013) noted that, challenges of women employees in public sector arise from the overlap between the times allocated for public sector employment and parenting responsibilities. And also, this study in line with and supported by Bajracharya (2010 Dunifon 2013) stated that, due to the dual roles conflict, in developing world a number of women challenged in balancing the expectation at home and career. This finding is different from (Mulu 2014); her result stated that, the child mother relationship is not affected by career related activities.

5.2. Coping Strategies (Support from family and organization)

In this study, the coping strategies (Support from family and organization) are employed by women employees. The quantitative and the qualitative findings revealed that, the majority women disagree on the statement husbands' support on doing household tasks. This may be the culture and the norm of the patriarchal societies influence the participation of husbands in household chores (like cooking, washing cloths etc.). This implies that, employed women's lack proper spousal support to balance career with parenting roles and responsibilities. At same time, the family doesn't support women to leave domestic work and go to office and resist women to work till late in office which also hampers the performance of the women. The result of the study is in line with the finding of the study conducted by (Epie 2010; Foluke et al. 2015) and comparable with (Anand 2006; Ahmad and Omar 2010 and Mitta et al. 2015).

The majority of women employees get husbands' support in taking care of the children, and they receive help in childcare or household chores from a family member or a friend who is not husband or children. This implies that, women employees in taking care of children and household chores get support from family members and from friends or relatives as coping strategy. This finding is different from the study conducted by (Anand 2006; Ahmad and Omar 2010) stated that, husbands' refuse to share the responsibilities of the household and look after the children. These duties are still considered to be exclusive of the wife.

Also, the majorities of women employees disagree on the support of their organization (by allowing flextime, or providing social-emotional support to being a working parent). Due to this, they are not able to balance career with parenting responsibilities. But, in some extent women employees may use to manage their problems with some advantages provided by their spousal and relatives' favorable situation arises, in most cases working mothers have to face number of problems, especially during their children's sickness. This implies that, the organizational support programs or policies may not be enough to support women employees being in parenting roles to balance career with parenting roles.

The coping strategies of correlation result in table 23 indicates that, the more women employees get supports in taking care of children from their spouses, the more they cope up or able to balance the dual roles and responsibilities. If women employees get support from their relatives and family members other than husband or children, it is relevant to reconcile career with parenting roles. And also, when women get supports from their organization (inflexible work time, socio emotional support being a parent) they are able to balance or reconcile career with parenting, but in qualitative findings (FGD participants and key informants) informs other than leave permission women employees do not get enough support from their organization. This may be the absence of supportive policies or programs towards balancing career and parenting or family friendly policies and lack of support women employees on the behalf of workplace coping strategy. These results align with study conducted by (Ajayi 2013 and Mordi et al. 2013).

In applying the sociological roles theory (role conflict and role strain theory) to this study; there is an indication of roles conflicts in balancing the career and parenting responsibilities of women as stated in the study. Roles conflict theory refers to the inappropriate relationship between competing responsibilities or when an individual encounters tensions as the result of incompatible roles. Whereas, role strain theory emphasis on felt difficulty in fulfilling dual role obligations. In this study, the majority women employees face roles conflicts in balancing career with parenting roles of women employees in government office. At the same time the finding of the study shows, as the result of conflict and strain women employees face tension, they are too tired to fulfill parenting roles and also, they change their parenting plan frequently. These could result into role conflict and role strain. In this case, the theoretical framework gives a picture or a guide for women employees' roles and responsibilities in paid work and women at parenting roles. Therefore, the finding of the study guided, and supported by extensions of role theory (roles conflict and role strain theories).

CHAPTER SIX: CONCLUSION AND RECOMMENDATIONS

6.1. Conclusion

In conclusion, the study revealed that, women employees' inability to balance career with parenting role is the major prevalent problem in government sectors 73.49%. These results, inter role conflict between career and parenting roles of women employees affect their parenting life more stress, tension, and depress than their male counterparts. Juggling between the roles towards the parenting and expectations of the workplace face constant struggle; to maintain a balance between career and parenting can have serious implications on the life of women by affecting their well-being and overall quality of life.

Also, lack of appropriate coping strategies are prevalent in the study, the spousal and family supports can, for sure help women employees in balancing their personal and professional life. But, they alone cannot be answer to address the problems of imbalance, the policies and programs support in workplace is crucial for employees by providing family friendly policies. The implication of family friendly policy and its practice is needed to take remedial actions for women employees who are facing constraints in their career and parenting life.

6.2.   Recommendations

Based on the finding of the study the following four recommendations are forwarded:

- ❖ The government should enact the policies (family- friendly policy) to solve the challenges of women employees to balancing career with parenting roles.

- ❖ The government sectors should give support and continuous effective follow up in workplace to enhance women's career role and to give remedial action for their challenge.

- ❖ Further Studies should be needed: using other sectors such as telecommunication and insurance companies. Also, further, studies should need to consider utilizing multiple data source approach in future balancing career - parenting roles research. Finally, the utilization of longitudinal designs in future studies should be needed.

REFERENCES

Abdullah, Muhammad, Aijaz Ali, & Saeedah Shah. 2014. "A Case Study on Problems of Working Women in City Sukkur, Pakistan" *International Academic Research* 5(2):325.

Ajayi, M. P. 2013. "Work-Family Balance Among Women in Selected Banks in Lagos state, Nigeria." *Unpublished Doctoral Dissertation Covenant University*. Ota, Ogun state: Nigeria.

Akintayo, D. I. 2010. "Work-Family Role Conflict and Organizational Commitment Among Industrial Workers." Nigeria Journal of Psychology and Counseling 2(1):1-8.

Allard, K., Haas L., & Hwang C.P. 2011. "Family-Supportive Organizational Culture and Fathers' Experiences of Work-Family Conflict in Sweden." *Gender, Work and Organization* 18:141-157.

Aluko, Y. A. 2009. "Work-Family Conflict and Coping Strategies Adopted by Women in Academia." *Journal of Gender and Behavior* 7(1): 2096-2124.

Ashenafi, Meaza. 2009. "Factors Affecting Women Participation in Politics and Decision making." Unpublished *Dissertation of MA Thesis Addis Ababa University.*

Bajracharya, A. 2010. *The Nature of Mothers' Work and Children's Schooling in Nepal: The Influence of Income and Time Effects*. New York, USA: The population Council Inc.

Bianchie, S., & Milkie M. 2010. "Work and Family Research in the First Decade of the 21st Century." *Journal of Marriage and Family* 72:705-715.

Beyene, Abeba M. 2011. "Provision of Childcare Benefits to Working Parents in Addis Ababa, Ethiopia". *Unpublished Research Paper Presented at the 2011 Africa Academy of Management (AFAM) Inaugural Conference*. San Antonio, Texas.

Blair-Loy, M., & Wharton A. S. 2002. "Employees' use of Work-Family Policies and the Workplace Social Context." *Social Forces* 80: 813-845.

Central Statistical Agency. 2012. *Ethiopia Demographic and Health Survey*. Addis Ababa, Ethiopia: ICF International Calverton, Maryland: USA.

Cieri, H.D., Holmes B., Abbott J., & Pettit .2005. "Achievements and Challenges for Work/Life Balance Strategies in Australian Organizations." *International Journal of Human Resource Management 16(1)*: 90-103.

Clark, S. C. 2000. "Work/Family Border Theory: A New Theory of Work/Family Balance". *Human Relations* 53 (6): 747-770.

Cohen, Louis, Lawrence Manion & Keith Morrison, 5th ed. 2000. *Research Methods in Education* , London: Rout Ledge Falmer.

Coughlan, A .2005. *Work-life balance: An Introduction to Work-Life Balance Issues and a Preliminary Exploration of Work-Life Balance Culture in NUI. Quality Promotion Office, National University of Ireland: Maynooth.*

Demerouti, E., Peeters M.C.W. and B.I.J.M. Van Der Heijden . 2012. "Work– Family Interface from a Life and Career Stage Perspective: The Role of Demands and Resources". *International Journal of Psychology* 47(4): 241–58.

Demissie, Sosena & Tsehai Yitbarek . 2008. *Digest of Ethiopia's Policies, Programs and Strategies*: A Review of National Policy on Ethiopian Women, EEA, Addis Ababa.

Duxbury, L. 2009. "Managing Work-Life Balance in a Recession." Retrieved on Dec 13, 2015 (http://www.unisa.edu.au/news/2009/150609A.asp 23rd July 09).

Eby, L.T., Maher C.P. and Butts M.M. 2010. "The Intersection of Work and Family Life: The Role of Affect". *Annual Review of Psychology* 61:599–622.

Epie, C. 2010. "Africa-Specific Factors Influencing the Decision to Adopt Work-Family Policies: Exploring the Field in Nigeria", *Ife Psychologia* 18 (2):1-20.

Erdogan, B., T.N. Bauer D.M. Truxillo and L.R. Mansfield .2012. "Whistle While You Work: A Review of the Life Satisfaction Literature". *Journal of Management* 38(4):1038–83.

Eswari, M. 2009. "Problems Faced by the Working Women in the Era of Globalization." Retrieved Jan 4, 2016 (www.ssrn.com).

Foluke, Ajayi, Ojo Stella, Mordi Chima. 2015. "Work-Family Balance and Coping Strategies Among Women: Evidence from Commercial Banks in Nigeria." *European Journal of Business and Management* 7(2):152-159.

Goldberg, W. A. & Himsel A. 2012. "Maternal Employment and Children's Achievement in Context: A meta-Analysis of Four Decades of Research." *American Psychological Association.*

Grady, G., McCarthy A., Darcy C. & Kirrane M. 2008. *Work Life Balance Policies and Initiatives in Irish Organisations: A Best Practice Management.* Cork: Oak Tree Press.

Hennessy, Kelly Dae. 2007. "Work-Family Balance: An Exploration of Conflict and Enrichment for Women in A Traditional Occupation" *Unpublished Doctoral Dissertation.*

Hora, Endale . 2014. "Factors that Affect Women Participation in Leadership and Decision Making Position." *Asian Journal of Humanity, Art and Literature* 1(2):97-117.

Huagui, Zhu H. G. 2012. "Challenges and Risks Faced by the Working Women in Government Organizations." *African Journal of Business Management.*

Hyman, J., Scholarios D. & Baldry C. 2005. "Getting on or Getting by? Employee Flexibility and Coping Strategies for Home and Work." *Journal of Work, Employment and Society* 19: 705-725.

HZFEDB. 2009. *Hadiya Zone Finance, Economic and Development Department Zonal Annual Abstract.* Hossana: Hadiya Zone.

Innstrand, S. T., E. M Langballe., and E. Falkum. 2010. "Exploring Occupation Differences in Work- Family Interaction: Who Is At Risk?" *International Journal of Stress Management* 17(1):38-55.

Kebede, Bacha. 2008. "Challenges and Opportunities Facing Women Managers in Oromia Regional State Bureaus and Offices." *Unpublished thesis submitted to school of graduate studies Addis Ababa University in partial fulfillment of the Requirements of the degree of Master's in public Administration.* Addis Ababa. Ethiopia.

Krishna J., Vaghela. 2014. "A Comparative Study of Marital Adjustment among Employed and Unemployed Married Women of Urban and Rural Area." *The International Journal of Indian Psychology* 2(1).

Kumaraswamy, M. & Ashwini S. 2015. "Challenges in Work Life Balance of Married Working Women– A Study in Selected Indian Banks in Karnataka." *Global Journal for Research Analysis* 4(6):276-280.

Kumari, Lalita. 2012. "Study of Socio Economic, Self Confidence and Problems Faced by Working Women." *IOSR Journal of Humanities and Social Science (JHSS)* 3(4):47- 50.

Kumari, Thriveni K. & Rama Devi Work. 2013. "Life Balance of Women Employees – A Challenge for the Employee and the Employer in 21st Century." *Pacific Business Review International* 6(6):33.

Kumari, Varsha .2014. "Problems and Challenges Faced by Urban Working Women in India "*Unpublished Dissertation paper Submitted to the Department of Humanities and Social Sciences,* National Institute of Technology Rourkela – 769008, Odisha.

Lapierre, L. M., & T. D. Allen. 2006. "Work-Supportive Family, Family-Supportive Supervision, Use of Organizational Benefits, and Problem-Focused Coping: Implications for Work-Family Conflict and Employee Well-Being." *Journal of Occupational Health Psychology* 11:169-181.

Levy, Ignacia. 2012. **"**Working Mothers and Their Perceived Work- Life Balance." *Unpublished Master thesis Organization for Management.* 299456.

Major, D. & L. Germano. 2006. *The Changing Nature of Work and Its Impact on the Work Home Interface*. London, UK: Psychology Press.

Martin, Daniel D.,Wilson Janelle L. 2005. "*Role Theory. In Ritzer, George (ed.). Encyclopedia of Social Theory.*" Oaks ,London, New Delhi: Sage Publications. Volume II 651 – 655.

Maxwell, G.A., & McDougall M. 2004. "Work-Life Balance."*Public Management Review* 6(3): 377-393.

Mercy, Grace N. 2014. "An Investigation of Factors Affecting Work Life Balance in Non-Governmental Organizations: A case of Management Sciences for Health." *Unpublished Master's thesis*, United States International University, Kenya.

Mitta, Shivi, Sapna Sharma, Prabhat Srivastava. 2015. "Challenges Faced by Working Women at Workplace, Family and Society-Its Major Issues, Impact and Remedial Measures" *International Journal of Research in Social Sciences and Humanities* 5(2):64.

Mordi, C., Mmieh F., & Ojo S. 2013. "An Exploratory Study of Manager's Perspective of Work-Life Balance in Nigeria: A Case Analysis of the Nigerian Banking Sector." *Thunderbird International Business Review* 55 (1): 56-75.

Monica, A. & Santhi. N. 2013. "An Empirical Study on Organizational Factors Influencing Stress Formation among Working Women in IT Sector of Noida-Greater Noida Region of NCR-New Delhi." *International Journal of Computer Science and Management Research* 2(2):1592-1597.

Mulu, Sofia. 2014. "Mothers Perception on Maternal Employment and Its Impact on Mother Child Relationship and Child's School Competence." *Unpublished Thesis Submitted to Degree of Master of Arts in Developmental Psychology*. Addis Ababa University, Ethiopia.

National Employment Policy and Strategy of Ethiopia. 2009. *National Employment Policy and Strategy of Ethiopia*. Addis Ababa, Ethiopia.

Nawaz, Muhammad, Noreen Afzal, and Kiran Shehzadi. 2013. "Problems of Formally Employed Women: A Case Study of Bahawalnagar, Pakistan" *Asian Journal of empirical research* 3(10):1291.

Nelson, S.K., Kostadin K. & Sonja L. 2013. "The Pains and Pleasures of Parenting: When, Why, and How is Parenthood Associated With More or Less Well-Being?" *Psychological Bulletin* 140(3): 846–95.

Niemeyer, R. G., Brashear-Alejandro T., & Boles J.S. 2004. "A Cross-National Model of Job Related Outcomes of Work-Role and Family Role Variables: A Retail Sales Context." *Journal of the Academy of Marketing Science* 32:49-60.

Onyeonoru, I.P. 2005. *Industrial Sociology: An African Perspective*: Nigeria, Ibadan: Samlad printers.

Rezene, Filimon. 2015. "The Impact of Work Life Conflict on Job Satisfaction in the Banking Industry Focusing on Ten Selected Banks in Addis Ababa." *Unpublished thesis Submitted in partial fulfillment of the Requirements for the degree of Master of Arts in Business Administratio*n. Addis Ababa University, Ethiopia.

Shafique, Owais, Faiza Anwar, Sahaab Akbar,& Uroosa Akhtar K. 2012. "Problems Encountered by Women in Education Sector of Bahawalpur, Pakistan" *International Journal of Research in Social Sciences and Humanities* 5(2):68.

Sorcinelli, M. D., & Near J. P. 1989. "Relations Between Work and Life away from Work among University Faculty." *Journal of Higher Education* 60(1):59-81.

Tsai, Hui-Ying, 2008."Work-Family Conflict, Positive Spillover, and Emotions among Asian American Working Mothers." *Unpublished Dissertation paper Submitted to University of Michigan.*

United Nations. 2010. *The World's Women Trends and Statistics*. Department of Economic and Social Affairs: New York.

Weldeeyesus, Netsanet. 2013. "Challenges and Opportunities of Women to be Leaders in Selected Governmental Secondary Schools of Addis Ababa." *Unpublished Thesis Submitted to Institute of Educational Research and Development* .Addis Ababa University, Ethiopia.

World Bank. 2014. "World Development Indicators." Retrieved November 12, 2015 (http://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS).

World Bank. 2014. "World Development Indicators." Retrieved November 12, 2015 (http://wdi.worldbank.org/table/2.2).

Jimma University
College of Social Sciences and the Humanities
Department of Sociology and Social work

Questionnaire: Balancing career and parenting among women government employees

Introduction

Dear respondents,

I am Temesgen Tesfaye, a graduate student of Sociology and Social policy at Jimma University. Currently, I am conducting a study as a partial fulfillment of the requirements of MA degree in Sociology and Social Policy on the challenges in balancing career and parenting among women government employees in Hossana town. You are one among the randomly selected respondents and I request your time to fill out this questionnaire about your employment experience and how it relates to your motherhood responsibilities.

As part of the study you will first respond to some questions about yourself and your employment status. You do not need to write your name or registration number in any part of the questionnaire. Whatever information you provide will be kept strictly confidential, and will not be shared with anyone. Only aggregates and summaries of the results would be reported as part of my thesis.

For the effectiveness of this study, your honest and correct response is pertinent. Hence, I ask you to please answer ALL the questions as truthfully as possible. If you have any question about the study or this questionnaire, you can forward them using any of the following addresses:

Department of Sociology and social work: +251-047 111 78 22
Temesgen Tesfaye: +251-912243595

Thank you in advance for consenting to participate in the study by filling out this questionnaire.

❖ **Section One: Socio- demographic Questions**

We start with questions that request you to provide information about your basic biographical data. For each of the following questions, please fill in the blank or check the appropriate space by putting √ or appropriate answer against the response that best express your response.

The questions deal with different aspects of yourself, your job, and your living situation which may be related to your experience with your work and parenting.

1. Age (in completed years): _____
2. Marital Status:
   A. Married   B. Divorced/ Separated   C. Widowed
3. How many household sizes do you have? (All individuals who have lived in your family for more than six months including you)? _____
4. How many children do you have? _____
5. What is your highest level of education? _____
6. What is your total work experience in years? _____
7. In what department do you currently work? _____
8. What is your job position? _____
9. What is the approximate number of hours you spend in doing your job – at work place and outside? _____
10. What is your husband's working status?
    _____Working   _____Non-working

❖ **Section Two: Career-parenting Related roles conflict Questions**

With respect to your own feelings about the relationship between your career-life and your parenting life, please indicate the degree of your agreement or disagreement with each statement by circling **one** of the five alternatives against each statement using the scale below.

1 = Strongly disagree   2 = disagree   3 = neither agree nor disagree
4 = agree   5 = strongly agree

No.	Career-parenting roles conflict items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	My career schedule often conflict with my parenting life	1	2	3	4	5
2	The amount of time my job takes up makes it difficult to fulfill parenting responsibilities	1	2	3	4	5
3	The demands of my job make it difficult to be relaxed all the time at home with my child (children).	1	2	3	4	5
4	After work, I come home too tired to do some parenting activities I would like to do	1	2	3	4	5
5	My job produces strain that makes it difficult to fulfill my parenting obligations.	1	2	3	4	5
6	Due to career -related duties, I frequently have to make changes to my parenting plans.	1	2	3	4	5
7	My child (children) dislikes, how often I am preoccupied with my career while at home	1	2	3	4	5
8	The relationship with my children suffers because of different career activities.	1	2	3	4	5

❖ **Section Three: Parenting- Career Related roles conflict Questions**

There are five statements with which you may agree or disagree. Using the 1 – 5 scale below, indicate your agreement or disagreement with each item by circling the appropriate number.

1 = Strongly disagree   2 = Disagree   3 = Neutral
4 = Agree   5 = Strongly agree

No	Parenting - career roles conflict items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	The demand of my parenting life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.	1	2	3	4	5
2	I have to put off doing things at family because of demands on my time at parenting activities	1	2	3	4	5
3	Things I want to do at family don't get done because of the demands of parenting.	1	2	3	4	5
4	Having young children between ages 0-5 years old increases parenting - career roles conflict experienced by women	1	2	3	4	5

❖ **Section Four: Coping Strategies Questions**

The following statements ask about the degree of support you receive from your family, husband or workplace (organization). Please indicate your level of agreement or disagreement using 1-5 scale below.

1 = Strongly Disagree   2 = Disagree   3 = Neutral
4 = Agree   5 = Strongly Agree

No	Coping strategies items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	My husband supports me on doing household chores	1	2	3	4	5
2	My husband supports by taking care for the children	1	2	3	4	5
3	I receive support in childcare or household chores from a family member or a friend who is not my husband or children.	1	2	3	4	5
4	My workplace is supportive on my parenting or family responsibilities (e.g. allowing flextime, or providing social-emotional support to being a working parent).	1	2	3	4	5

5. Do you think you are able to balance your career with your parenting roles?
    (1) No   (2) Yes

6. For question 6 if No, describe what you would normally do to cope with career-parenting role balance demands on a typical day.
    _____
    _____
    _____
    _____

Jimma University
College of Social Sciences and the Humanities
Department of Sociology and Social work

Interview guide: Balancing career and parenting among women government employees

Introduction

Dear interviewee,

I am Temesgen Tesfaye, a graduate student of Sociology and Social policy at Jimma University. Currently, I am conducting a study as a partial fulfillment of the requirements of MA degree in Sociology and Social Policy on the challenges in balancing career and parenting among women government employees in Hossana town. You are one among the purposively selected participant and I request your time to fill out this questionnaire about your employment experience and how it relates to your motherhood responsibilities.

As part of the study you will first respond to some questions about yourself and your employment status. You do not need to tell your name or registration number in any part of the interview. Whatever information you provide will be kept strictly confidential, and will not be shared with anyone. Only aggregates and summaries of the results would be reported as part of my thesis.

For the effectiveness of this study, your honest and correct response is pertinent. Hence, I ask you to please answer ALL the questions as truthfully as possible. If you have any question about the study or the interview, you can forward them using any of the following addresses:

Department of Sociology and social work: +251-047 111 78 22
Temesgen Tesfaye: +251-091 224 35 95

Thank you in advance for consenting to participate in the study for interview.

1. **Background information:** We will start **t**he interview with some questions regarding your personal background.

   • Tell me about yourself. Where and when were you born? What is your educational level? What is your marital status? Do you have children? How many? What is your family size?

2. **Employment and career information**: Let us proceed to your employment and career status.

- Tell me about your career progress. When and where did you start working? What do you currently do? What is your job title? What are your main duties and responsibilities?
- Would you say your work condition is stressful?
- Does your work condition permit adequate social and/or family engagement? If not, how do you manage it?
- Have you ever taken time off from work for a non-work related engagement? If yes, tell me what happened? Did it affect your career progress?
- Do you think you'll stay on this job for the foreseeable future? If no, is your work life affecting into your personal/family time?
- What are the challenges you face in balancing career with your parenting?
- What are career parenting role conflicts you face?
- What are parenting career role conflicts you face?

3. **Parenting information:** Let that suffice about your employment and career. Let us talk about your motherhood and parenting roles.

- On a typical day, what do you do when you get home from work? How do you spend your weekends? How do you spend your spare time?
- How much time do you spend with your children? How much time do you spend with your other family members? Do you think is it sufficient?
- Do you think you need to spend more time with your children than your job allows you to? If yes, how do you adjust your time? What are the strategies you employ in order to cope with work and family demands?
- What kind of career related challenges hinder you to balance career and parenting?

- What kind of coping strategies you use on balancing career and parenting life?
  a. Personal/spousal support_____
     _____
     Organizational support
     _____
     _____
     _____
  b. Family support
     _____
     _____
     _____
     _____
  c. Others_____
     _____

Jimma University
College of Social Sciences and the Humanities
Department of Sociology and Social work

FGD guide: Balancing career and parenting among women government employees

Introduction

Dear interviewee,

I am Temesgen Tesfaye, a graduate student of Sociology and Social policy at Jimma University. Currently, I am conducting a study as a partial fulfillment of the requirements of MA degree in Sociology and Social Policy on the challenges in balancing career and parenting among women government employees in Hossana town. You are one among the purposively selected participants and I request your time to provide information about employment and how it relates to motherhood responsibilities.

As part of the study you will first respond to some questions about your career and parenting life. You do not need to state your name or registration number in any part of the discussion. Whatever information you provide will be kept strictly confidential, and will not be shared with anyone. Only aggregates and summaries of the results would be reported as part of my thesis.

For the effectiveness of this study, your honest and correct response is pertinent. Hence, I ask you to please answer ALL the questions as truthfully as possible. If you have any question regarding the study or discussion, you can forward them using any of the following addresses:

Department of Sociology and social work: +251-047 111 78 22
Temesgen Tesfaye: +251-091 224 35 95

Thank you in advance for consenting to participate in the study by answering the following questions.

Discussion Format:

This is what we will do: I will ask the group a question related to career and parenting experiences. Everyone will have a chance to give his/her opinion before we move to the next question. Remember, there is no right or wrong answer, so you can be honest and truthful in answering questions. We want to hear all of the different views you might have, so please tell us your opinion even if you disagree with what others have said marginally.

There are a few rules for our discussion:
Please speak one at a time, in a voice as loud as possible;
Avoid side-talks with your neighbors so that the person who is speaking can be heard by all;

Don't share information/opinion shared during this discussion with people outside this group.
Do you have any question before we start?

Basic Information:

Name of Organization: _____
Date of FGD: _____
Start Time: _____
Windup Time: _____

Profile of FGD Participants:

P/N	Age	Marital status	Number of children	Level of education	Current job title	Work experience
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

1. What are the challenges and rewards of being a mother?
2. When you hear the phrase 'balancing career and parenting,' what does it make you think about?
3. Does outside employment affect the role of mothers in parenting? How?
4. What types of jobs most likely make mothers unable to fulfill their duties towards their families – in particular, their children?
5. What are career related problems that affect to balance career and parenting?
6. What are family/parenting related problems that affect to balance parenting and career?
7. What problems do you find in the integration of the work and home demands
8. How do most employed mothers attempt to balance career and motherhood? What strategies are most successful in this endeavor? Why?
9. What type of cooperation you get from your home & from your husband and from your organization?
10. What do you organization should do to enable employed mother have a successful career and fulfilling motherhood experiences?

በጅማ ዩኒቨርሲቲ

ሶሻል ሳይንስና ሂዩማኒቲስ ኮሌጅ

ሶሲዮሎጂና ሶሻል ዎርክ ትምህርት ክፍል

ይህ መጠይቅ የተዘጋጀው በሆሳዕና ከተማ በሚገኙ ሴት መንግስት ሠራተኞች የመንግስት ሥራንና የልጅ አስተዳደግ ሚናን አቻችለው በመምራት ዙሪያ የሚያጋጥማቸው ተግዳሮቶችን ለመዳሰስ የተዘጋጀ ነው።

መግቢያ

ውድ ተሳታፊዎች፣

እኔ ተመስገን ተስፋዬ በጅማ ዩኒቨርሲቲ ሶሲዮሎጂና ሶሻል ዎርክ ትምህርት ክፍል የሶስዮሎጂና ሶሻል ፖሊሲ የሁለተኛ ዲግሪ ተማሪ ስሆን በአሁኑ ወቅት በሆሳዕና ከተማ በሚገኙ ሴት መንግስት ሠራተኞች የመንግስት ሥራንና የልጅ አስተዳደግ ሚናን አቻችለው መምራት ዙሪያ የሚያጋጥማቸው ተግዳሮቶች በሚል ርዕስ የመመረቂያ ጥናትና ምርምር ጽሁፌን በማካሄድ ላይ እገኛለሁ። በመሆንም እርስዎ ከመስሪያ ቤትዎ ይህንን መጠይቅ እንዲሞሉ የተመረጡ ስለሆነ ውድ ጊዜዎን ሰውተው ለጥናትና ምርምሩ ተባሪ በመሆን መጠይቁን እንዲሞሉልኝ በትህትና እጠይቃለሁ።

ለጥናትና ምርምሩ እንዲያመች ቅድሚያ ስለ ራስዎና ስለ ሥራዎ በተመለከተ የተዘዘሩ ጥያቄዎችን በመመልስ መጠይቁን ለመጀመር እንዲያመች፣

- በመጀመሪያ በመጠይቁ ላይ ስምዎን መጻፍ አስፈላጊ አይደለም
- በመቀጠል የሚሰጡት መረጃ/ምላሽ/ ሚስጢራዊነቱ የተጠበቀና ለማንኛውም አካል አሳልፎ የማይሰጥና ለጥናትና ምርምሩ አገልግሎት ብቻ የሚውል መሆኑን ለማሳወቅ እወዳለሁ።

በመቀጠል ለጥናትና ምርምሩ መሳካት የእርስዎን ቀናትና ትክክለኛ መልስ የሚያስፈልግ ሲሆን **ሁሉንም** መጠይቆች በተቻላችሁ መጠን በጥንቃቄ እንዲሞሉልኝ በአክብሮት እጠይቃለሁ።

በመጨረሻ ስለ መጠይቁ ተጨማሪ ጥያቄ ወይም አስተያየት ካልዎት ተመስገን ተስፋዬ **09-1224-3595** በመደወል ወይም ምልክት በማድረግ ማብራሪያ ማግኘት የሚችሉ መሆኑን እገልጻለሁ።

ውድ ጊዜዎን ሰውተው በጥናትና ምርምሩ በመሳተፍ መጠይቁን ስለሞሉልኝ ከፍ ያለ ምስጋናዬን አቀርባለሁ!

ክፍል አንድ
ማህበራዊ እና ።ሞዖራዕ፤ መረጃዎች

ከተራ ቁጥር 1 እስከ 16 የሚገኙ መጠይቆችን በሚሞሉበት ወቅት እባክዎን መልስ ለመስጠት በተ² ዐ̈ · ቦታ √ ምልክት በማድረግ መመለስ የሚችሉ ሲሆን የተቀረውን በማክበብብና በመጻፍ መመለስ ይችላሉ።

1. ክትማ̄ (በቁ̄ዐC)----------------------
2. የጋብቻ ሁኔታ
   ሀ. ያገባች   ለ. የተለየች/ የተፋታች   ሐ. ባል የሞተባት •
3. የቤተሰብዎ ብዛት ስንት ነው ? (እርስዎንም ጨምሮ ሁሉም የቤተሰብ አባል ከ6 ወR በላይ በቤትዎ የኖረ መሆን አለበት)----------------------
4. ስንት ልጆች አልዎት?----------------------------------
5. ³⁄₄ርስዎ ከፍተኛ የትምህርት ደረጃ ምን ያህል ነው?--------------------------
6. አጠቃላይ የሥራ ልምድዎ ስንት ነው?--------------------------
7. በአሁኑ ወቅት የሚሰሩበት የስራ ክፍል ምንድነው?------------------------------------
8. የስራ መደብዎ ምንድነው?--
9. ³⁄₄ርስዎ ዋና የሥራ ድርሻና ሃላፊነት ምንድነው?------------------------------------
----
10. አጠቃላይ በመንግስት ስራና በቤትዎ ምን ያህል ሰዓት ይሰራሉ?------------------
11. የባለቤትዎ ³⁄₄ሥራ ትርሻ ምንድነው ?

    ሰራተኛ ነው -------------   ሥራ አይሰራም-------------------

65

ክፍል ሁለት

በሥራና በልጅ አስተዳደግ ተግባራት ወቅት የሚያጋጥሙ ተግዳሮቶች በተመለከተ

የሚቀጥሉት ጥያቄዎች በሥራና በልጅ አስተዳደግ ተግባራት ወቅት የሚያጋጥሙ ተግዳሮቶች ላይ ያልዎትን አመለካከት ለማወቅ የተዘጋጀ መጠይቅ ነው:: • እባክዎን ለእያንዳንዱ Øዓቁ- ች አንዱን መልስ ብቻ በማክበብ መልስዎን መስጠት ይችላሉ::

1. በጣም አልስማማም   2 . አልስማማም   3. መካከለኛ   4. እስማማለሁ   5. በጣም እስማማለሁ

ተ.ቁ.	የመጠይቁ አይነቶች	በጣም አልስማማም	አልስማማም	መካከለኛ	እስማማለሁ	በጣም እስማማለሁ
1	የቢሮ ሥራዬ ሁልጊዜ ከልጅ አስተዳደግ ተግባሬ ጋር ይጋጫል፤	1	2	3	4	5
2	ሥራዬ የሚወስድብኝ ጊዜ የልጅ አስተዳደግ ተግባሬ እንዲከብድ ያደርጋል፤	1	2	3	4	5
3	የሥራዬ ሁኔታ ከልጆቼ ጋር በቤት ውስጥ ብዙ ጊዜ እንዳላሳሳፍ ያደርጋል፤	1	2	3	4	5
4	ከሥራዬ በኋላ ወደ ቤት ስመለስ ስለሚደክመኝ ለልጅ አስተዳደግ ተግባር የሚስፈልጉ ነገሮችን እንዳላሟላ ያደርጋል፤	1	2	3	4	5
5	ሥራዬ የሚፈጥረው ጫና የልጅ አስተዳደግ ተግባሬን በአግባቡ እንዳልወጣ ያደርጋል፤	1	2	3	4	5
6	ሁልጊዜ የልጅ አስተዳደግ ዕቅዴ ሥራዬን በሚመለከቱ ግዴታዎች(ሃላፊነቶች) ምክኒያት እቀያይራለሁ፤	1	2	3	4	5
7	በቤት ውስጥ ቀሪ የቢሮ ሥራዎችን በማከናውንበት ወቅት ልጆቼ ደስተኞች አይደሉም፤	1	2	3	4	5

ክፍል ሶስት

በልጅ አስተዳደግና በሥራ ግጭቶች ወቅት የሚያጋጥሙ ተግዳሮቶች

የሚቀጥሉት ጥያቄዎች በቤተሰብና በልጅ አስተዳደግ ተግባራት ወቅት የሚያጋጥሙ ተግዳሮቶች ዙሪያ ያልዎትን አመለካከት ለማ ¨ ቅ የተዘጋጀ መጠይቅ ነው። • እባክዎን ለያንዳንዱ ጥያቄዎች አንዱን መልስ ብቻ በማክበብ መልስዎን መስጠት ይችላሉ።

1. በጣም አልስማማም   2 . አልስማማም   3. መካከለኛ   4. እስማማለሁ   5. በጣም እስማማለሁ

ተ. ቁ.	የመጠይቁ አይነቶች	በጣም አልስማማም	አልስማማም	መካከለኛ	እስማማለሁ	በጣም እስማማለሁ
1	የልጅ አስተዳደግ ህይወቴ ከስራዬና ከቤተሰቤ ጋር ማለትም በጊዜ ስራዎችን ከማከናወንና በግዜ ወደ ስራ ከመግባት አንጻር ጫና ያሳድርብኛል፤	1	2	3	4	5
2	በልጅ አስተዳደግ ሃላፊነቴና ተግባሬ ምክኒያት የቤተሰቤን ጥያቄ ማስተናገድ አልቻልኩም፤	1	2	3	4	5
3	በልጅ አስተዳደግ ጫና ምክኒያት በቤተሰቤ ውስጥ መከናወን የሚገባቸውን ተግባራት አላከናውንም፤	1	2	3	4	5
4	ዕድሜያቸው ከ0 እስከ 5 ዓመት ያሉ ህጻናትን መንከባከብ ከስራና ከቤተሰብ ተግባራት ጋር ሲጫመር ጫናውን ከፍ ያደርገዋል፤	1	2	3	4	5
5	በተለያዩ የቤተሰብ ሃላፊነቶችና ተግባራት ምክኒያት ከልጆቼ(ከልጄ) ጋር ያለኝ ግንኙነት ጥሩ አይደለም፤	1	2	3	4	5

ክፍል አራት

ሥራንና የልጅ አስተዳደግን አጣጥሞ ለመምራት የሚያግዙ የቤትሰብና የመስሪያ ቤት እገዛ በተመለከተ

የሚከተሉት መጠይቆች እርስዎ በልጆች አስተዳዳግ ዙሪያ ከስራ ቦታና ከቤተሰብ የሚያገኙት እገዛ በተመለከተ ያልዎትን ስምምነት ለማወቅ የተዘጋጀ መጠይቅ ነው።

1. በጣም አልስማማም   2 . አልስማማም   3. መካከለኛ   4. እስማማለሁ   5. በጣም እስማማለሁ

ተ.ቁ	የመጠይቁ አይነቶች	በጣም አልስማማም	አልስማማም	መካከለኛ	እስማማለሁ	በጣም እስማማለሁ
1	ባለቤቴ በቤት ውስጥና ከቤት ውጪ የሚከናወኑ ተግባራትን በማከናወን ጭምር ያግዘኛል፤	1	2	3	4	5
2	ባለቤቴ ልጆቼን በመጠበቅና በመንከባከብ ያግዘኛል፤	1	2	3	4	5
3	ከባለቤቴና ከልጆቼ እገዛ በተጨማሪ ከሌሎች የቤተሰብ አባላትና ከጓደኞቼ በቤት ውስጥና ልጆቼን በመጠበቅና በመንከባከብ ለሚከናወኑ ተግባራት እገዛ አገኛለሁ፤	1	2	3	4	5
4	በአጠቃላይ የምሰራበት መስሪያ ቤት በልጅ አስተዳደግ ተግባራት ዙሪያ (ፈቃድ በመስጠት፤የሥራ ስዓቴን በማመቻቸትና የማህበራዊና ስነ ልቦናዊ እገዛ በማድረግ) ያግዘኛል፤	1	2	3	4	5

7. ሥራንና የልጅ አስተዳደግን አጣጥሜ መርቻለሁ ብለው ያስባሉ?

　　1. አዎን ችያለሁ   2 አልቻልኩም

8. በተጨማሪ መስሪያ ቤትዎ ሥራንና ልጅ አስተዳደግን አጣጥመው መምራት እንዲችሉ ምን እገዛ ያደርጋል?

_____

_____

_____
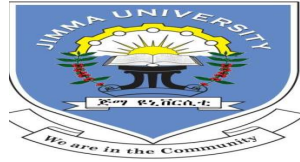
በጅማ ዩኒቨርሲቲ

ሶሻል ሳይንስና ሂዩማኒቲስ ኮሌጅ

ሶሲዮሎጂና ሶሻል ዎርክ ትምህርት ክፍል

ይህ ቃለ-መጠይቅ የተዘጋጀው በሆሳዕና ከተማ የሚገኙ ሴት መንግስት ሠራተኞች የመንግስት ሥራንና የልጅ አስተዳደግ ሚናን አቻችለው በመምራት ዙሪያ የሚያጋጥማቸው ተግዳሮቶችን ለመዳሰስ የተዘጋጀ ነው::

መግቢያ

ውድ የቃለ መጠይቁ ተሳታፊዎች፤

እኔ ተመስገን ተስፋዬ በጅማ ዩኒቨርሲቲ ሶሲዮሎጂና ሶሻል ዎርክ ትምህርት ክፍል የሶስዮሎጂና ሶሻል ፖሊሲ የሁለተኛ ዲግሪ ተማሪ ስሆን በአሁኑ ወቅት በሆሳዕና ከተማ በሚገኙ ሴት መንግስት ሠራተኞች የመንግስት ሥራንና የልጅ አስተዳደግ ሚናን አቻችለው መምራት ዙሪያ የሚያጋጥማቸው ተግዳሮቶች በሚል ርዕስ የመመረቂያ ጥናትና ምርምር ጽሁፌን በማካሄድ ላይ እገኛለሁ:: በመሆኑም እርስዎ ከመስሪያ ቤትዎ ይህንን ቃለ-መጠይቅ እንዲያደርጉ የተመረጡ ስለሆነ ውድ ጊዜዎን ሰውተው ለጥናትና ምርምሩ ተባበሪ በመሆን በቃለ መጠይቁ እንዲሳ በትህትና በትህትና እጠይቃለሁ::

ለጥናትና ምርምሩ እንዲያመች ቅድሚያ ስለ ራስዎና ስለ ሥራዎ በተመለከተ የተዘረዘሩ ጥያቄዎችን በመመልስ ቃለ መጠይቁን ለመጀመር እንዲያመች፤

- በመጀመሪያ በቃለ መጠይቁ ላይ ስምዎን መጥቀስ አስፈላጊ አያስፈልግም፤
- በመቀጠል የሚሰጡት መረጃ/ምላሽ/ ሚስጢራዊነቱ የተጠበቀና ለማንኛውም አካል አሳልፎ የማይሰጥና ለጥናትና ምርምሩ አገልግሎት ብቻ የሚውል መሆኑን ለማሳወቅ እወዳለሁ::

በመቀጠል ለጥናትና ምርምሩ መሳካት የእርስዎን ቀናነትና ትከከለኛ መልስ የሚያስፈልግ ሲሆን **ሁሉንም** ቃለ መጠይቆች በተቻለዎት መጠን በጥንቃቄ እንዲመልሱልኝ በአክብሮት እጠይቃለሁ::

በመጨረሻ ስለ ቃለ-መጠይቁ ተጨማሪ ጥያቄ ወይም አስተያየት ካልዎት ተመስገን ተስፋዬ **09-1224-3595** በመደወል ወይም ምልክት በማድረግ ማብራሪያ ማግኘት የሚችሉ መሆኑን እገልጻለሁ::

ውድ ጊዜዎን ሰውተው በጥናትና ምርምሩ በመሳተፍ መጠይቁን ስለሞሉልኝ ከፍ ያለ ምስጋናዬን አቀርባለሁ!

4. **አጠቃላይ መረጃ:** ቃለ መጠይቁን የምንጀምረው ከግል አጠቃላይ መረጃ ይሆናል::
   - የትውልድ ስፍራዎ የት ነው ? ---
   - የት/ደረጃዎ ምን ያህል ነው ? ---
   - የጋብቻ ሁኔታዎ ? ---
   - ስንት ልጆች አልዎት ? ---
   - የቤተሰብዎ ብዛት ስንት ነው ? ---

5. **ሥራና ሥራ ነክ መረጃዎች**: Let us proceed to your employment and career status.
   - የስራ ዕድገትዎን ይንገሩኝ? መቼና የት ሥራ መሥራት ጀመሩ? በአሁኑ ወቅት ምንድነው የሚሰሩት? የስራ ድርሻዎ ምንድነው? ዋና የስራ ድርሻዎና ኃላፊነት ምንድነው?
   - የስራ ሁኔታዎ በጣም ጫና ይበዛበታል?እንዴት?
   - የስራዎ ሁኔታ ከማህበረሰቡና ከቤተሰብዎ ጋር ቅርርብ እንዲያደርጉ ይፈቅዳል? መልስዎ አይደለም ከሆነ፣ እንዴት አየመሩት ነው?
   - ከሥራዎ በተለያዩ ምክኒያት ቀርተው ያውቃሉ? መልስዎ አዎ ከሆነ ምን ተፈጠረ? የሥራዎን ሁኔታ ነድቶት ያውቃል?
   - በያዙት ሥራ ወደ ፊት እቀጥላለሁ ብለው ያስባሉ? መልስዎ አይደለም ከሆነ፣ የስራዎ ሁኔታ እርስዎንና ቤተሰብዎን አይጎዳም ብለው ያስባሉ?

6. **የእናትነት ወይም ልጅ አስተዳደግ መረጃ:** Let that suffice about your employment and career. Let us talk about your motherhood and parenting roles.
   - በየቀኑ ወደ በቤት ውስጥ ሲሆኑ ምን ምን ተግባራትን ያከናውናሉ? ከስራ ቀናት ውጪ ቅዳሜና አሁድ ምን ይሰራሉ? ትርፍ ጊዜዎንስ እንዴት ያሳልፋሉ?
   - ከልጅዎ(ከልጆችዎ) ጋር ምን ያህል ጊዜ ያሳልፋሉ?
   - ከቤተሰብዎ ጋርስ ምን ያህል ጊዜ ያሳልፋሉ? በቂ ነው ብለው ያስባሉ?
   - ከሥራዎ ይልቅ ከልጆችዎ ጋር ብዙ ጊዜ ለማሳለፍ አስበው ያውቃሉ?መልስዎ አዎ ከሆነ፣ እንዴት ነው ጊዜዎን የሚያስተካክሉት? ሥራዎንና የልጅ አስተዳደግዎን ለማመጣጠን ምን አይነት ዘዴዎች ይጠቀማሉ?
   - ምን ዓይነት የሥራ ተግዳሮቶች(ችግሮች) ሥራንና ልጅ ማሳደግን አጣጥመው(አቻችለው) ለመምራት አስቸጋሪ ናቸው ብለው ያስባሉ?
   - u
   - ሥራዎንና የልጅ አስተዳደግዎን ለማመጣጠን ምን ምን አይነት ዘዴዎች ይጠቀማሉ?

ሀ. የግል/የባለቤትዎ እርዳታ

_____
_____

ለ. መስሪያ ቤት እርዳታ

_____
_____

ሐ. የቤተሰብ እርዳታ

_____
_____

መ. ሴላ ካለ ይግለጹ

_____
_____

በጅማ ዩኒቨርሲቲ

ሶሻል ሳይንስና ሂዩማኒቲስ ኮሌጅ

ሶሲዮሎጂና ሶሻል ዎርክ ትምህርት ክፍል

ይህ የአትኩሮት ውይይት የተዘጋጀው በሀሳዕና ከተማ በሚገኙ ሴት መንግስት ሠራተኞች የመንግስት ሥራንና የልጅ አስተዳደግ ሚናን አቻችለው በመምራት ዙሪያ የሚያጋጥማቸው ተግዳሮቶችን ለመዳሰስ የተዘጋጀ ነው።

መግቢያ

ውድ የውይይቱ ተሳታፊዎች፣

እኔ ተመስገን ተስፋዬ በጅማ ዩኒቨርሲቲ ሶሲዮሎጂና ሶሻል ዎርክ ትምህርት ክፍል የሶሶዮሎጂና ሶሻል ፖሊሲ የሁለተኛ ዲግሪ ተማሪ ስሆን በአሁኑ ወቅት በሀሳዕና ከተማ በሚገኙ ሴት መንግስት ሠራተኞች የመንግስት ሥራንና የልጅ አስተዳደግ ሚናን አቻችለው መምራት ዙሪያ የሚያጋጥማቸው ተግዳሮቶች በሚል ርዕስ የመመረቂያ ጥናትና ምርምር ጽሁፌን በማካሄድ ላይ እገኛለሁ። በመሆኑም እርስዎ ይህንን የአትኩሮት ውይይት እንዲያደርጉ የተመረጡ ስለሆን ውድ ጊዜዎን ሰውተው ለጥናትና ምርምሩ ተባባሪ በመሆን በውይይቱ የአትኩሮት እንዲሳተፉ በትህትና እጠይቃለሁ።

ለጥናትና ምርምሩ እንዲያመች ቅድሚያ ስለ ራስዎና ስለ ሥራዎ በተመለከተ የተዘዘሩ ጥያቄዎችን በመመልስ መጠይቁን ለመጀመር እንዲያመች፣

- በመጀመሪያ በውይይቱ ላይ ስምዎን መጥቀስ ወይም አለመጥቀስ ይችላሉ፣
- በመቀጠል የሚስጡት መረጃ/ምላሽ/ ሚስጢራዊነቱ የተጠበቀና ለማንኛውም አካል አሳልፎ የማይሰጥና ለጥናትና ምርምሩ አገልግሎት ብቻ የሚውል መሆኑን ለማሳወቅ እወዳለሁ።

በመቀጠል ለጥናትና ምርምሩ መሳካት የእርስዎን ቀናትና ትክክለኛ መልስ የሚያስፈልግ ሲሆን **ሁሉንም** ውይይት በተቻልዎት መጠን እንዲሳተፉ በአክብሮት እጠይቃለሁ።

በመጨረሻ ስለ አትኩሮት ውይይቱ ተጨማሪ ጥያቄ ወይም አስተያየት ካልዎት ተመስገን ተስፋዬ **09-1224-3595** በመደወል ወይም ምልክት በማድረግ ማብራሪያ ማግኘት የሚችሉ መሆኑን እገልጻለሁ።

ውድ ጊዜዎን ሰውተው በውይይቱ በመሳተፍያ ክፍ ያለ ምስጋናዬን አቀርባለሁ!

መሰረታዊ መረጃ:

የመ/ቤቱ ስም: _____

የአትኩሮት ውይይት ቁን: _____

የተጀመረበት ሰዓት: _____

ውይይቱ ያለቀበት ሰዓት: _____

የአትኩሮት ውይይት ተሳታፊዎች:

ተ.ቁ	ዕድሜ	የጋብቻ ሁኔታ	የልጆች ቁጥር	የት/ደረጃ	የአሁን የስራ ድርሻ	የስራ ልምድ
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

1. እናትነት ወይም እናት የመሆን ጥቅሙና ተግዳሮቶቹ ምንድናቸው?

2. ሥራንና ልጅ አስተዳደግን ማጣጣም(ማቻቻል)የሚለውን ዓረፍተ ነገር ሲሰሙ ምን ይሰማዎታል?

3. እናቶችን በተመለከተ በልጅ አስተዳደግ ሚና ዙሪያ ከሥራ ውጪ ጫና የሚያሳድሩ ተግባሮች አሉ? እንዴት?

4. ሥራንና የልጅ አስተዳደግን በማጣጣም ዙሪያ ጫና የሚያሳድሩ ከሥራ ጋር የተያያዙ ተግዳሮቶች ምንድናቸው?

5. እናቶች የቤተሰብ ኃላፊነቶቻቸውን በተለይም የልጅ አስተዳደግን በአግባቡ እንዳይወጡ የሚያደርጉት የሥራ ዓይነቶች ምን አይነቶች ናቸው?

6. የልጅ አስተዳደግንና ሥራን በማጣጣም ዙሪያ ጫና የሚያሳድሩ ከቤተሰብ ጋር የተያያዙ ተግዳሮቶች ምንድናቸው?

7. ሥራንና ልጅ አስተዳደግ ፍላጎቶች አቀናጅቶ በመምራት ያጋጠማችሁ ችግሮች አሉ?

8. ብዙ እናቶች ሥራንና እናትነትን አጣጥመው የሚመሩት እንዴት ነው? ምን ዓይነት ዘዴዎች ይጠቀማሉ? ለምን?

9. ሥራ የሚሰሩ እናቶች ተግባሮቻቸውን በአግባቡ እንዲወጡ አሰሪ መስሪያ ቤቶች ምን ማድረግና ማሟላት አለባቸው ብለው ያስባሉ?

10. ከመሥሪያ ቤት፣ከቤተሰብና ከባለቤቶ የሚያገኙት እገዛ ምንድነው?

DECLARATION

I, the undersigned, declare that this thesis is my original work, has not been presented for a degree in this or any other university and that all sources of materials used for the thesis have been fully acknowledged.

Name: _____

Signature: _____

Name of the institution: _____

Date of submission: _____

This thesis has been submitted for examination with my approval as University advisor

Name and Signature of the principal advisor

_____

_____

Name and Signature of the co- advisor

 _____

_____