

EMPLOYMENT STATUS OF WOMEN AND MARITAL SATISFACTION IN ILORIN SOUTH LOCAL GOVERNMENT AREA OF KWARA STATE, NIGERIA

*¹GBADEBO, C. T., ²OYEGUNWA, O. R., ²ALADEWOLU, V. T., ³ADENIJI, O. T.,
⁴ABRAHAM, M. O.. AND ¹KAREEM, B. B.

¹Department of Home Economics and Food Science, Faculty of Agriculture, University of Ilorin, Ilorin. Nigeria.

²Department of Home Economics. Federal College of Education (Technical) Akoka. Lagos State. Nigeria.

³Home Economics Department. Aminu Saleh College of Education, Azare, Bauchi State. Nigeria.

⁴Home Economics Department. Federal College of Education, Kontagora. Niger State. Nigeria.

Corresponding Author: *¹GBADEBO, C. T. gbadebo.ct@unilorin.edu.ng/+2348065982341

ABSTRACT

The study examined employment status of women and marital satisfaction in Ilorin South Local Government Area of Kwara state, Nigeria. Four research questions were raised and two hypotheses were formulated and tested at 0.05 level of significances. Survey research design was adopted for the study and the population comprised all married women numbering 1,500. Using multi-stage sampling technique, 24% of the population was selected to obtain a sample size of 240. The instrument used was questionnaire with a reliability coefficient of 0.716. Data was analysed using frequency counts, percentages, mean and standard deviation. Findings revealed that 59(49.2%) of respondents were between 35 years and above, and 43(35.8%) of respondents were above 10 years in marriage. The highest employment status of the respondents was Civil Servant (58.3%). The findings of revealed that all respondents level of marital satisfaction is moderate. They are satisfied with their marriage. The result of the hypothesis revealed no significant influences of employment status and marital satisfaction among women ($p > 0.05$). Also, there was no led significant influences of spousal cooperation and marital satisfaction among women ($p < 0.05$). It was concluded that employment status does not have negative influence on marital satisfaction and women employment in this period of economic doldrums/stagnation and insecurity in post COVID-19 period. Therefore, working married women should be effective in planning and structuring of their responsibilities and events for quality time with family. Integrate a gender assessment in all country assessments to understand the impact of COVID-19 on women and girls, including economic impact, and how to address it effectively.

Key words: Economic, Doldrums, Insecurity, Post COVID-19, Women employment, Marital satisfaction

INTRODUCTION

Marital satisfaction is an essential element for successful family life and personal growth. The fulfilment and positive development will be possible only when the relationship between couples is coherent and satisfactory. Different factors may have significant influence on the marital satisfaction, like personality of the partner, nature of job, child rearing responsibility, sexual

satisfaction and communication patterns are some of the examples. Reppeti et.al (2009) posited that women greater work schedule fit was related to increase marital role quality. Rider (2000) reported a negative relationship between work involvement and marital satisfaction for both men and women in dual career relationships, indicating that those individuals who reported being more involved in their career were also less satisfied with their marriage.

Women's employment in the health sector disproportionately exposes them to COVID-19. Women comprise about 70% of global health care workers and are front and center to exposure to COVID-19 and stigma within their communities for working near COVID patients. Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 are worsened for women and girls because of their sex. Compounded economic impacts are felt especially by women and girls who usually earn less, save less, and holds insecure jobs or living close to poverty. While early reports reveal more men are dying as a result of COVID-19, the health of women generally is adversely impacted through the reallocation of resources and priorities, including sexual and reproductive health services. Unpaid care work has increased, with children out-of-school, heightened care needs of older persons and overwhelmed health services

The fall in household consumption in Nigeria stem from partial (or full) restrictions on movement during the COVID period, thus causing consumers to spend primarily on essential goods and services. The federal government has imposed a lockdown in all states. Subnational governments have quickly followed suit by imposing lockdowns in their states. Movement restrictions have not only reduced the consumption of nonessential commodities in general, but have affected the income-generating capacity of these groups, thus reducing their consumption expenditure.

The COVID-19 crisis deeply impacts women, men, girls, boys and other genders differently. While men make up the majority of those who have died from the virus, women and girls bear the brunt of disproportionate care burdens, disruptions in income and education, poor access to health and other essential services, greater risk of being dispossessed of land and property, and gender digital and pay gaps. For women already living in poverty, these impacts can be a shock to their economic stability overall and impede their ability to purchase critical necessities, such as medicine and food. The COVID-19 crisis has significant implications for Nigeria's investments in global women's economic empowerment,

Omolayo (2005) found that working mothers contributed immensely to the well-being of their families. He revealed that women employment enhances greater family prestige of stability because of the reputation attached to or derived from working women. Women are entering the work force at an increasing rate (Fullerton, 1999).

The passive role of women in rewarding economic activities is gradually being eroded by the globalization ideology. Women are seen to be taken center stage in profitable ventures such as private businesses and formal career of all kinds. Today, there are more women than ever before in paid and self-employment (Akinawo & Adetula, 2008). This is particularly so in a period of economic recession and political instability resulting in high cost of living, inflation, reduction in quality of life, changes in consumption pattern, among others. These factors are capable of threatening family survival and marital satisfaction

The study intends to find out whether employment can influence marital satisfaction and women employment in this period of economic doldrums/stagnation and insecurity in post COVID-19 period.

Research Questions

The following questions provided guidance for the study.

1. What is the employment status of women in Ilorin South local government Area of Kwara State?
2. What is the level of marital satisfaction among women in Ilorin South local government?
3. How does employment status influence marital satisfaction among women in Ilorin South local government?
4. Does spousal cooperation influence marital satisfaction among women in Ilorin South local government area?

Hypotheses of the study

The following null hypotheses were formulated for the study

H₀₁: Employment status will not significantly influence marital satisfaction among women in Ilorin South local government.

H₀₂: Spousal cooperation will not significantly influence marital satisfaction among women in Ilorin South local government.

Significance of the study: The findings of the study will be immense benefit to career women, employers of labour both public and private sectors, civil servants, policy makers and the society.

METHODOLOGY

Design of the study: The survey research design was adopted for this study. Questions were raised concerning the subject of the study.

Population of the Study: The total population for this study comprises of all civil servants and employed women working in a Local government area establishment selected which is Ilorin South Local Government Area of Kwara State and self-employed, private sector employee, unemployed, business tycoon and house wives numbering one thousand five hundred (1,500)

Sample size and Sampling Technique: The sampling of the respondents was done using random sampling method. Two Hundred and forty (240) respondents were selected randomly among civil servants, self-employed, private sector employee, unemployed, business tycoon and housewives in Ilorin South Local Government Area constituting 16% of the population.

Instrument for Data Collection: The instrument that was used for this study is the Questionnaire tagged 'Employment Status and Marital Satisfaction Questionnaire' (ESMSQ). The questionnaires focused on answering the research questions raised. Responses of each item will be rated on a "4-point" scale ranging from (1 = strongly disagree; 2 = disagree; 3 = agree; 4 = strongly agree) scaled 4 to 1, respectively.

Validity of Research Instrument: Validity of the instrument for data collection was determined by experts of Home Economics. Copies of the questionnaires was made available to them for suggestions and corrections.

Reliability of the Instrument: Discussed from the pilot study was subjected to Cronbach alpha statistics and a reliability index of 0.716 was obtained.

Method of Data Collection: Data was collected from the respondents by administering the questionnaires.

Method of Data Analyses: Data collected was analyzed with descriptive statistics such as, Frequencies, Percentages, Mean (X), Standard deviation (SD) and inferential statistics. For decision making, the lower limits of the Agreed and Often response categories, which is 2.50 was used as the cut-off point. Any item with a mean response of 2.50 and over was accepted as an influencing factor. The Null Hypotheses formulated in the study was tested Analysis of Variance (ANOVA) and independent t-test It. All null hypotheses were tested at 0.05 level of significance at which the null hypotheses were either rejected or accepted.

Analysis of the Research Questions

Research Question 1: What is the employment status of women in the study area?

Table I: Frequency Count and Percentage on the Employment Status of Women

| Employment Status/Occupation | Frequency | Percentage % |
|------------------------------|------------|--------------|
| Civil servant | 140 | 58.3 |
| Self-employed | 30 | 12.5 |
| Private Sector Employee | 30 | 12.5 |
| Unemployed | 08 | 3.3 |
| Business Tycoon | 26 | 10.8 |
| House Wife | 06 | 2.5 |
| Total | 240 | 100 |

Table I shows that the highest employment status of the respondents was Civil Servant with 140 (58.3%) while the lowest employment status of respondents was house wife with 06 (2.5%). This implies that the highest employment status of the respondents was Civil Servant and that most women are employed

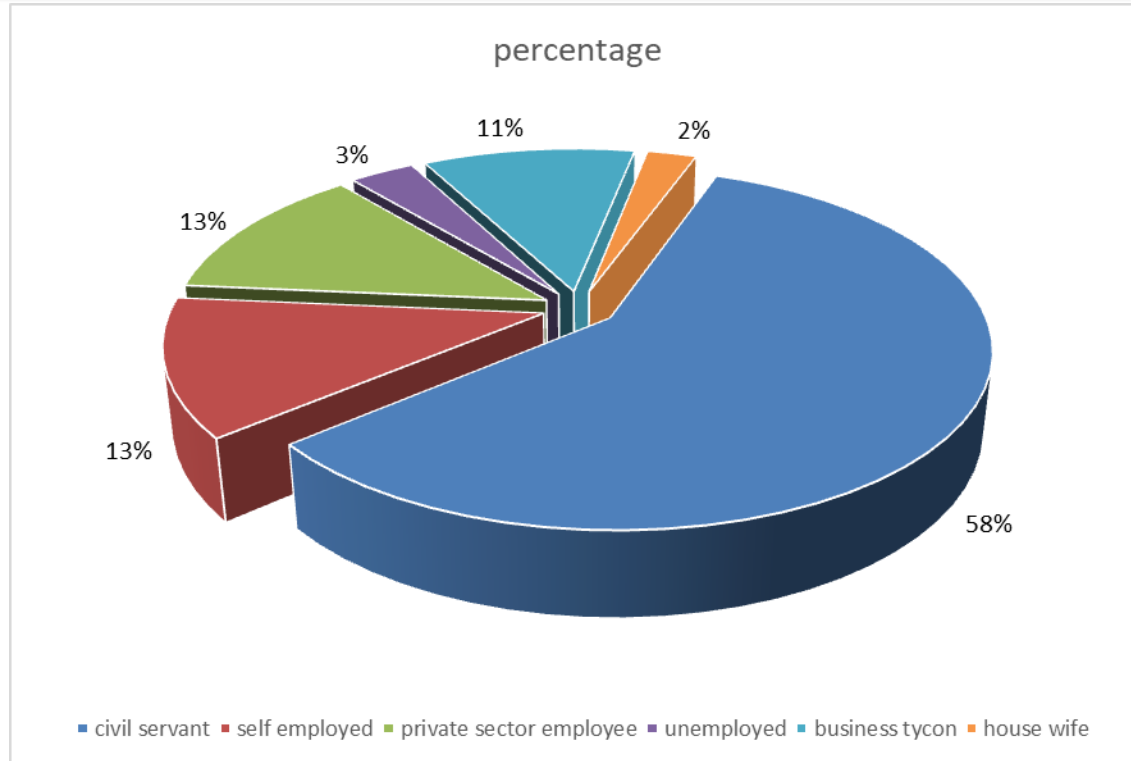


Figure 1: Employment status/Occupation

Research Questions 2: What is the level of marital satisfaction among women

Table II: Level of Marital Satisfaction among Women

| S/N | Level of marital satisfaction | Agree | Disagree | X | SD | Remarks |
|-----|---|-------|----------|------|-------|-----------|
| 1 | We have a good marriage. | 234 | 6 | 3.77 | 0.546 | Agreed |
| 2 | My relationship with my partner is very stable. | 234 | 6 | 3.68 | 0.550 | Agreed |
| 3 | My relationship with my partner makes me happy. | 124 | 116 | 3.67 | 0.540 | Agreed |
| 4 | We feel differently about being involved with friends and other people or groups. | 140 | 100 | 3.29 | 0.824 | Agreed |
| 5 | I have a warm and comfortable relationship with my partner | 180 | 60 | 3.58 | 0.616 | Agreed |
| 6 | I have often seriously considered ending my relationship with my partner. | 164 | 76 | 2.17 | 1.087 | Disagreed |
| 7 | For me, my partner is the perfect romantic partner | 200 | 40 | 3.03 | 1.037 | Agreed |

| | | | | | | |
|----|--|-----|-----|------|-------|-----------|
| 8 | I feel alone managing this family. | 159 | 81 | 2.03 | 1.000 | Agreed |
| 9 | I am now feeling somewhat disappointed by this marriage. | 56 | 184 | 1.86 | 0.910 | Disagreed |
| 10 | Work takes up all our time these days. | 90 | 150 | 2.40 | 0.771 | Disagreed |

Data in Table II show that out of 10 items on marital satisfaction among women respondents agree with 7 items this implies that all respondents (married women) have positive influence of marital satisfaction, while only 3 items were disagreed, this implies that all respondents disagree that they ever thought of ending their relationship and are not disappointed in marriage this implied that the respondents are satisfied with their marriage.

Hypotheses Testing

Two hypotheses were formulated and tested at 0.05 level of significance for this study.

Hypothesis 1: Employment status will not significantly influence marital satisfaction among women in Ilorin South Local Government.

Table III: Analysis of Variance (ANOVA on Influence of Employment Status on Marital Satisfaction among Women

| Sources | df | Sum of Square | Mean Square | Cal. F-ratio | Crit. F-ratio | P-value |
|---------------|-----|---------------|-------------|--------------|---------------|---------|
| Between Group | 5 | 330.570 | 66.114 | 0.42 | 2.29 | 0.83 |
| Within Group | 114 | 18042.597 | 158.268 | | | |
| Total | 119 | 18373.167 | | | | |

Table III presents the calculated F-ratio of 0.42 which is less than the critical F-ratio of 2.29 with a corresponding p-value of .83 which is greater at 0.05 alpha level ($p > 0.05$). This implies that there was no significant influence. Hence, the hypothesis was accepted. Thus, employment status did not significantly influence marital satisfaction among women in Ilorin South Local Government.

Hypothesis 2: Spousal cooperation will not significantly influence marital satisfaction among women in Ilorin South Local Government.

Table IV: T-test analysis on the Influence of Spousal Cooperation on Marital Satisfaction among Women in Ilorin South Local Government

| Variable | N | Mean | SD | df | Cal. t-value | Crit. t-value | P-value |
|----------------------|-----|--------|--------|-----|--------------|---------------|---------|
| Spousal Cooperation | 120 | 32.02 | 2.943 | | | | |
| | | | | 119 | 73.2 | 1.98 | 0.00 |
| Marital Satisfaction | 120 | 110.08 | 12.426 | | | | |

Table IV presents the calculated t-value of 73.2 which is greater than the critical t-value of 1.98 with a corresponding p-value of .00 which is less at 0.05 alpha level ($P < 0.05$). This implies that

there was a significant influence. Hence, the hypothesis was rejected. Thus, spousal cooperation significantly influences marital satisfaction among women in Ilorin South Local Government

DISCUSSION OF RESULTS

This study investigated employment status of women and marital satisfaction. Employment status/occupation shows that the majority of respondents were civil servant. The study shows that the highest employment status of the respondents was Civil Servant with (58.3%) while the lowest employment status of respondents was House wife with (2.5%). This implies that the highest employment status of the respondents was Civil Servant. The finding agrees with Fapounda (1985) who stated that women are found to be many in the federal and state civil service, the teaching and health service (Awosika, 1986). Women are seen to be taken center stage in profitable ventures such as private businesses and formal career of all kinds. Today, there are more women than ever before in paid and self-employment (Akinlawo & Adetula, 2008).

Result shows that 7 items on of marital satisfaction among women in Ilorin South Local Government, were agreed on and 3 items were disagreed with the respondent's view, this implies that all respondents have positive influences of marital satisfaction among women in Ilorin South Local Government. The finding agrees with Fapohunda, (2012) who stated that couples who have a strong sense of belonging and dependency are more acquired with marital satisfaction. He comes to this conclusion in his studies that the highest amount of marital satisfaction is among the spouses who are compatible with each other concerning philosophy of life, their perceptions of sexual satisfaction, the amount of time they spent with each other and how they spend leisure time with each other.

The result of the hypothesis revealed no significant influences of employment status and marital satisfaction among women in Ilorin South Local Government. The finding disagrees with Omolayo, Falegan, & Ajila, (2013) who conducted a study on influence of job demand and employment status on marital conflict and marital satisfaction among women in Ekiti State, Nigeria. The study found a significant influence of employment status on marital satisfaction.

The summary of the findings is therefore as follows:

- The study revealed that the highest employment status of the respondents was Civil Servant. (58.3%)
- The findings of research question two revealed that all respondents' level of marital satisfaction is moderate. They are satisfied with their marriage.
- The result of the hypothesis one revealed no significant influences of employment status and marital satisfaction among women in Ilorin South Local Government. ($P>0.05$)
- The result of the hypothesis two revealed significant influences of spousal cooperation and marital satisfaction among women in Ilorin South Local Government. ($P<0.05$)

CONCLUSIONS

With the observed results of this study, it can be concluded from the findings that employment status does not have negative influence on marital satisfaction and women employment.

Respondents are satisfied with their level of financial status and are satisfied with their marriage despite their employment status.

RECOMMENDATIONS

The following recommendations are made based on the findings of this study.

1. There is the need for working married women to be effective in planning and structuring of their responsibilities and events. This will enable them to spend quality time with their husbands and children.
2. Opting for part-time work can be a strategy that women can use to deal with both work and family demands.
3. Integrate a gender assessment in all country assessments to understand the impact of COVID- on women and girls, including economic impact, and how to address it effectively.
4. There is the need for employers of labour both in the public and private sectors to provide a good and conducive working environment that will make women more comfortable at working place.
5. Married women should be allowed to close earlier while daycare facilities should be provided within the premises of the organization for easy access by breastfeeding mothers to their children.

REFERENCES

- Abdul- Azeez, E. P. (2013). Employed Women and Marital Satisfaction: A Study Among Female Nurse. *International Journal of Management and Social Sciences Research (IJMSSR)* 2(11), 17 - 22.
- Ahuyi, S. (2004). Study of relation of business stress and marital consent in male teachers. (Master's thesis, University of Roudehen).
- Akinlawo, E.O. & Adetula, G.A. (2008). Conflict in Nigerian family system: Causative and strategic management factors. *Ife Psychologia*, 16, 210-221.
- Awosika, K. A. (1986). *Women in urban labour force: implications for manpower planning in Nigeria. Manpower development and utilization in Nigeria problems and policies.* - Lagos: Lagos Univ. Press,
- Boyer, S.L., Maertz, D., Carl P., Pearson, A.W. & Keough, S. (2003). Work-family conflict's model of linkages between work and family domains; variables and turnover intentions. *Journal of Managerial Issues*, 15, 175 - 190.
- Buitendach, J.H., & De Witte, H. (2005). Job insecurity, extrinsic and intrinsic job satisfaction and affective organisational commitment of maintenance workers in a parastatal. *South African Journal of Business Management*, 36(2), 27-37.
- Campo, R.D. (2000). *Work & family stress.* Department of Family & Consumer Sciences, New Mexico State University.
- Fapohunda, T. M. (2012). Gender and Development: Challenges to Women Involvement in Nigeria's Development. *International Journal of Academic Research in Business and Social Sciences*, 2 (6), 14 - 28. Retrieved from: www.hrmar.com/journals
- Fincham, F.D. (2006). Marital conflict: Correlates, structure and context. *Journal of Marriage and Family*. 62, 964-980.
- Fincham, F.D., Beach, S.R., & Davila, J. (2004). Forgiveness and conflict resolution in marriage. *Journal of Family Psychology*, 18, 72-81
- Fullerton, H. N. (1999). Labor force participation: 75 years of change, 1950–1998 and 1998–2025. *Month. Lab. Rev.* 122, 3–12.
- Galliano, G. (2003). *Gender: Crossing boundaries.* Belmont, CA: Wadsworth/ Thomson Learning.
- Hamidi, F. (2006). Relation of attachment styles and marital satisfaction among married students of Tarbiat Dabir Shahid Rajaei University. Iran University of Science and Technology third national symposium of student's mental health.

- Omolayo, B.O. (2005). *Psychology of human being at work*. Akure: Adeyemo publishing house
- Omolayo, B. O., Falegan, T. & Ajila, C. K. (2013). Influence of Job Demand and Employment Status on Marital Conflict and Marital Satisfaction among Women in Ekiti State, Nigeria. *Journal of Psychology and Behavioral Science*, 1(1), <https://www.researchgate.net/publication/329281181>
- Repetti, R., Shu-wen, W., & Darby, S. (2009). Bringing it All Back Home: How Outside Stressors Shape Families' Everyday Lives. *Current Directions in Psychological Science*, 18(2), 106–11.
- Roehling, P.V. & Bottman, M. (2002). Does absence made the heart grow fonder? Work related and travel marital satisfaction. *Sex role*, 46, 279-293.
- Rider, E. A. (2000). *Our voices: psychology of women*. Pacific Grove, CA: Wadsworth.
- Rogers, S.J. & May, D. C. (2003). Spillover between Marital Quality and Job Satisfaction: Long-Term Patterns and Gender Differences. *Journal of Marriage and Family*, 65, 482-495. <http://dx.doi.org/10.1111/j.1741-3737.2003.00482.x>