



**DUAL EARNERS PARENTS MARITAL PROBLEMS:  
THE CASE OF SELECTED FAMILIES IN BOLE  
SUB-CITY ADDIS ABABA ETHIOPIA**

**MSW Dissertation Research Project**

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## **ABSTRACT**

*This study entitled ‘Dual Earners Parents Marital Problems: The Case Of Selected Families In Bole Sub-City, was conducted in Addis Ababa city administration, Bole sub- city. The main objective of the study was displaying the ongoing difficulties or problems that could happen among two income families in which both husband and wife had a work outside home. From the selected sub-city, one hundred samples were selected purposefully based on non probability technique of sample selection. The researcher deliberately selected those potential participants who fulfill the pre set inclusion criteria and believed to have sound knowledge and rich experience on the issues being investigated. Also the absence of registered dual earner parents in the kebele certainly led the researcher to use purposive sampling to select deliberately.*

*In order to collect data from the respondents the researcher used questioner, semi- structured interview, and documentary sources. This method of data collection enabled the researcher to collect/gather both primary and secondary types of data. After gathered the necessary data, the data collected was organized so that the researcher can assure the comprehensiveness of respondents’ response. Finally the organized consistent data was analyzed in a descriptive manner using both qualitative and quantitative methods.*

*The study implied that, the problem of providing love and affection to the child in the family of working mothers and father appears to be a major challenge. In addition, the issue of decision making and power in dual earning families was not counted as a big challenge since both husband and wives engage equally in making decisions.*

# CHAPTER ONE

## 1.1 BACKGROUND OF THE STUDY

Globally, since 1890, women's labor force participation has increased in almost every decade. Since 1970 the rise has been dramatic. This phenomenon is a consequence of several factors. Feminism has led many women to seek fulfillment in a career outside a home. Wife's in many households work outside to supplement family income, since one wage families have lost purchasing power since 1973 (Elitzen 1996:302).

Women labour force participation has been growing at a faster pace than men's in recent years. Between 1970 and 1992 their numbers in the labour force increased twice as fast as those of men. Yet, the proportions vary by race. In the case of America, African –American women have had a long history of high work force participation rates, and those increased only modestly after World War II. Women will continue to make up an ever growing share of the workforce by the turn of 20<sup>th</sup> century. When western society was industrialized in the early nineteenth century, the work place became separated from the home –men went off to work and women stayed at home to be caregivers of children. Womens' paid employment in increasing number and participation in the labour force is now a fact of life. (ibid)

Questions about how women and men can compromise work with family responsibility and other multidimensional expectations (Jane B brooks, 1994;225) as a result of the increased female participation in the labour market, family roles were necessary redefined. The traditional picture of the male breadwinner who is conspicuously absent from the family and the wife with little social status but balancing the household responsibilities weak. Modern relationships are redefining as to concerning who runs the errands and how much household responsibilities are managed by each partner (Louisville, 1984:4).



Following a relative improvement in the areas of education, societal consciousness, feminist movement, increased exposure to information etc. are enable the women to engage in paid works. This in turn create a favorable condition for a dual earner life style. The increased number of dual earner parents not only bring the positive outcome for them but some challenges and problems which have got the power of distorting structure of the family and the society (Ibid: 5).

## **1.2 Statement of the problem**

Through a period of time women ability of income earning create a favorable condition for the expansion of two income families or dual earner parents. The engagement of the couples as a dual earner resulted from the expanded educational opportunity for women, change in societal attitude toward women to some extent and the increasing job opportunities for them (Jonathon, 1984:70). As Rapport and Rapport (year) dual earner couples are one in which both heads of the households pursue and at the same time maintain a family life together. In relation to this, other works of Johnson, Tussle and Kaplan discuss the characteristics that implies in this life style, including higher economic rewards, societal prestige and personal investment of time and energy on the part of both partners' (Ibid;79)

More and more families are affected by the conflict between work and family responsibilities. From the ecological perspectives, individual are members of two micro systems-family and work. These micro systems interact through the work family meso systems. The influence or spillover can be either positive or negative and can occur from work to family or vice versa (Word, 2002:261).

The qualities associated with the role as wife mother that is, nurturance, emotionality, responsiveness to people rather than idea, are seen to be incompatible with qualities associated with success in the occupation sphere that is independence rationality and assertiveness. For the most part men are not socialized or educated to fill roles calling for skills in child rearing or home making which resulted from the equal sharing of domestic activities.

As Rapport and Rapport studies, ten years ago the barrier was in work place, now the bottle neck is in the home and society (Jhonaton,1984:73 .Many of the literatures on this topic show that the different workers give emphasize on the advantage that driven from being a dual earner couples. This is to mean that the problems and challenges plus the way how the couples cope from different dimensions was not studied. So further research is needed. Considering this fact I want to identify the problems and challenges that a dual earner couples encounter thereby forwarding the possible coping strategies that the previous research works not covered .I will go through the process of identifying the problem that a dual earner couples face based on different mechanisms by selecting Bole sub city in Addis Ababa. As sample on the ground of its resourcefulness of respondents.

### **1.2.1Research Questions**

1. What are the type of the problems that a dual earner parents face in relation to their employment status?
2. How being dual earner causes marital problem/s?
3. Who has the power of making decisions on major family related issues in dual earner family?

## **1.3 Objectives of the Study**

### **General objectives**

.To assess the problem that a dual earner parents encounter taking the case of dual earner parents in Bole sub city

### **Specific objectives**

- To find out the type of the problem that a dual earner parents encounter
- To find out the marital problem that a dual earner parents encounter
- To examine the power of making decision on major family related in dual earner family

### **1.4 Significance of the study**

It is highly believed that this study will have great importance in terms of displaying the ongoing difficulties among dual earner families and their social environment that will help as a source of document for those investigators who want to make further study on the area. Which can be taken as alternative coping mechanisms for the existing problem among dual earner patents.

### **1.5 Scope of the study**

The study was conducted in the City of Addis Ababa in Bole sub city Kebele 17/17 .The availability of enough participants who are dual earner parents in the kebele will help the researcher to study the problem in conveniently .

## **CHAPTER TWO**

### **LITERATURE REVIEW**

Since there is no universal definition of family across the world, the meaning which have given is different from place to place and time to time .for example ,in England during middle ages, the town dwelling family was not a private unit of parents and children. Husband ,wife and children shared their living space and daily activities such as work, meals and play with servants, apprentices ,journey men and unmarried or widow relatives (contz,2005) .now a days we would tend to think of such a grouping as a household rather than a family .a household refers to people who occupy the same dwelling and consists of one or more families, a single person , or a group of related or unrelated people. For example, brother and sister, live in apartments mates (i bid ) .this is to mean that societal distinction interns of value, norm and belief lead to different conception and interpretation. Family is a social instruction that unite individual into cooperative groups that oversee the bearing and raising of children as a main function (macionis ,2002 :128) .this shows that how much it is difficult to give a universally applicable definition of family. However, many social scientists conclude that a family defined as a socially approved, heterosexually arranged group made up of female and male and their children through which procreation and socializations takes place and the life long bond or kin relations is initiated (i bid).

#### **2.1 TYPES OF FAMILIES**

##### **Nuclear Family**

Family structure that composed of two adults of the opposite sex living together in socially approved sexual relation together with children owed and adopted .this form of family mostly practiced in modern and industrialized states. it gives emphasis on marriage relationship. it also called conjugal family. Includes:-

Family of orientation i.e., a member receives basic and initial socialization .it usually includes self siblings and parents.

Family of procreation i.e., the family that includes adults from while leaving their family of orientation and it is composed of self spouse and children. Emphasis on marriage relationship (R.T Schaefer, 2003: 350).

### **Extended Family**

The family unit including parents and children, but also other kin. Family arrangement that one could find low or more generations living in one house, or in houses close to one another forming one cooperative unit. Also it is called consanguine family Consists of two or more nuclear families affiliated through an extension of the parent child relationship rather than husband wife relationship. Emphasis on blood relationships .there are some advantages of extended family such as continuity of generations, maintenance and transmission ion of family holding and traditions, large kin networks, provide comfort and companionship ,large economic. Found most often in pre industrial agrarian communities where it represents traditional values and beliefs of the society (I bid,351)

### **Polygamous Family**

It consists of two or more nuclear families that are affiliated by having one married parent in common ,with the marriage pattern being either polygons or polyandrous. For example ,in the case of the polygons family one man acts as husband and father and this unites them in to larger families group (I:bid 352).

### **Other types of Family Arrangements**

Beyond the conventional classification, sociologists and anthropologists have another classification of family types:-

### **Reconstructed Family /step Family**

The family where one or both parents had been previously married and where they brought with them children of the previous marriage. Such family is common in the western because of the increasing rate of divorce and remarriage (Ibid: 352).

### **Symmetrical /Dual earner family**

It is a family from where the roles of the husband and wife or cohabiting partners have become alike/symmetrical and equal. In this type of family both partners are most likely to be wage earners (Ibid:352)

## **2.2 MAJOR FUNCTIONS OF FAMILY**

### **Regulation of sexual behavior and reproduction**

All societies have rules governing who can engage in sexual activities with whom and under what condition child should be conceived and born, it contributes to process of replacing people from generation to generation (Sullivan, 2004:262)

**Status conferral** – family confer on their children a place in society. A position /status relative to other people (Ibid ).

**Economic activities-** Family serve as basic unit of economic production, with kinship ties defining who is obliged to work together to grow food or build shelter which is necessary for survival (Ibid )

**Socialization and education** – all human beings must learn values, norms and language of their culture. Parents primarily responsible for ensuring that children are properly socialized (Ibid )

**Protection** –provide various forms of care and protection to their members. This function of the family enables the family to maintain its stability and to promote social wellbeing at large (Ibid)

**Affection and companionship** –all human beings need love, affection and psychological support ,and for many people's these needs are fulfilled by family

which enables us to develop a positive self –concept and sense of self –worth and also to dispel loneliness (I bid)

### **Sex and Gender Differences**

For a long period of time people has been confused of the differences between sex and gender. The word sex used alone refers to the appearances of the genitals (Levays, 1995:28) .in addition to physical differences, hormonal differences only women pregnant, shortly sex is the biological differences (I bid).

Gender is socially approved ways of behaving as males and females in the society. it learned through habitual way of interacting with each other through the process of socialization. Gender socialization prepares children and adolescents for the kids of tasks they are expected to perform as boys and girls and will expected to perform as men and women. For example, women are considered to be naturally be nurturing and men to be naturally beg getters (Lipmann, 1984:29)

### **2.3 ONE FAMILY TWO INCOME – THE NEW REALITY**

the idea of marital and partner roles has changed since the first half of the century .most married women now work outside the home ,even during recession. As a result of the number of two –earner families, couples have new issue need to be settle (Margaret ward,2002:98).

**Role choice** – often circumstances rather than choice dictate family roles. According to Kathleen Garson (1987) women follow four different life paths (Margaret ward .2002:302)

1<sup>st</sup> group – choose home making .this women tended to have a stable marriage and les exciting opportunities in the work placed.

2<sup>nd</sup> group – women planned a traditional marriage, but ended up in the paid work force. They were more likely influenced by unstable relationship .economic problems and job opportunities.

3<sup>rd</sup> group this group of women always wanted to have careers and reluctant to become mothers and home makers.

4<sup>th</sup> group women planned to have careers but circumstances prevented this.

Stability of marriage, job opportunities, ability of women partners to earn enough determine the previous four group choices. Similarity men decision influenced by early socialization for their career and family choice, work pace opportunity and experiences with their partners and children (Ibid).

**Role overload** – individual now fill more roles than was expected of them in the past. Since a clear cut separation of men's and women's domain in the family life no more exists. They need to juggle two careers, children a marriage and household responsibilities (Ibid: 103).this fact is mainly reflected in two (2) area of life:-

First - the individual, family and work worlds overlap and many interfere with the others. Other time for personal interests is sacrificed because of the time needed for work and family responsibilities.

Second group – couples need to relief the stress from role over load may use extra money to buy time saving products.

Trying to balance the practical demands of the two earner life style can lead to conflict between the partners (Hertz, 1987).

Since there are so many dual –earner couples now, new role models are gradually being created. Yet the relationship between jobs and discord may be more complicated. We other they try to make their lives better or better or actually preparing for divorce (Ibid).

**Role cycling problems** – one method of dealing with overload is to stagger work and family period of stress. Just as families go through a life cycle, careers also have a cycle. The most stressful stage in family cycle are often are often considered to be child learning and adolescence (Margaret ward ,2002:115).in career cycle, getting promotion are most demanding periods. Once both partners



are employed, it may be difficult for one to leave the work force, because they may have accumulated debts and other obligations based on their income.

## **2.4 ROLES IN MARRIAGE**

### **2.4.1 Conventional roles**

The notion that men and women are a separate spheres of action, and that the home proper place for women, just as the labour force is for men. This pattern originated among the middle class in the 19<sup>th</sup>. Since the man held the power base in the family, the women gained her status from her husband. Such a view is an extreme from is represented by the expectation that a wife should be “Bare foot, pregnant and in the kitchen.”As long as marriage lasts and improvement is secure, the conventional pattern has distinct advantage. The specializations in tasks allow the parents to become expert in particular areas. However, there are disadvantage to conventional model, with only one wage earner, families have less security in poorer economic times, as well as lower standard of living. In addition, there is little security for women if patters separate of women is very isolating, she may miss the companionship she had on the job (Margaret ward ,2002:89).

### **2.4.2 Shared roles**

The type of role sharing is now more common than the previous one. Both partners work and house hold responsibilities. Since more women work, the more are sharing the provider role. Some dual career families, however, resemble conventional families, because wives are either through choice or through job availability, only part time work. in the past women were able to supplement family income in ways available now .for example, by selling, produce or doing laundry .Now women plays role provider, men should expect to share the day to day routine or chores activities. Although women work full time, the general

notion that men help with household and women help with the provider role persists (Margaret Ward, 2002:90)

### **Dual – Career**

This is when both partners committed to their careers. This is sometimes difficult to distinguish from shared roles because there is no clear dividing line. The difference is the priority set on the career. By definition career exclude interrupted or part time work, so the proportion of women employed in them is small (Margaret ward, 2002:90).

### **Reverse Conventional Roles**

When there is breadwinner wife and a home maker husband .This arrangement is often temporary .the man may laid off, may want to experiment, may be recovering from illness. Only when the husband highly respects his wife’s work or when the couple strongly believes in equality .The relationship more balanced with conducive environment on family areas (Margaret word, 2002:91).

## **2.5 DUAL EARNER FAMILIES**

In most nuclear – families in the past, women did not work. Today the norm is for women to work, even families with young children across the world show improvement. (Sulivan,204 :276)

One investigation of dual earner couples working in senior management positions described such marriage as “ more equal than others “ in that the couples share a more equal partnership, with more equalitarian decision –making structure ,than o couples in more traditional marriage. Father more the women in such marriages have greater opportunities to contribute to purse career, as well as raise their children, in comparison to women in traditional families (Hertz, 1986:247).

## **2.6 WOMEN'S EMPLOYMENT**

The past few decades have been seen profound changes in the activities of women in the labor market. in 1940,less than 20 percent of the female population age 16 and older was in the labor force. By 1994, the figure had risen to 58 percent compared with 76 percent of men (Eitzren Stanley, 1986:171) .This means that women make up half of the work force. In 1980,for the first time in the twentieth century, married women's place was no longer typically in the home. In that year, the number of married women working or pay outside the home exceeded the number of married women who were fulltime homemakers (I bid).

Women's labor force participation has been growing at a faster rate than men's in recent years. Between 1970 and 1992, their numbers in the labor force increased twice as fast as these of men. Women will continue to make up an ever-growing share of he workforce by the turn of the century. By 2005, 65 percent of women will be in the labor force compared with 76 percent of men. Businesses will be utterly dependent on women's laqor(I bid :172).

Despite such gains, working has proved a double-edged sword for many women and their families. When women entered the labor market, in droves, they did not earn as much as men with comparable educational skills. Not did anyone else pick up the primary responsibilities of child – learning and home making .Most women can now support themselves, giving them a tremendous economic advantage over the women of 100 years ago ,but few can support themselves an their children (Albelda,1992:8).

### **2.6.1 Changes in the economy cause of increased women labor force participation**

The most important reason for the surge in the number of employed wives has been the transition from a manufacturing to a service economy, which

creates more of the jobs that traditionally hire women .The demand for workers in service producing industries such as government, education, real estate, health care, and clerical work has been met by women. Since 1980, women have taken 80 percent of the new job created in the economy .The influx of women into the labor force is a direct consequences of structural changes in the economy (I bid 172).

### **Decline in real earning**

Economic needs of families themselves pushed many women into paid work. Economic problems such as inflation, definition, high interest rates, unemployment, and shrinking wages, have made families increasingly dependent on wives income .Women earning also play an important part in the family income of married couples. Families supported in part by employed mothers have more than twice the income of families where the mother is not employed. The proportion of married couple families with the wife in the paid labor force lose from out percent in 1972 to 58 percent in 1992(I bid :73).

### **Personal Fulfillment**

The economy is not the only force driving women into paid work .In the late 1960s, and early 1970, many women began questioning their traditional roles in family and society .The steady rise of women working outside their homes had started to break down the social and ideological barriers to women working. Many women want to do paid work. The want to be rewarded for their work, work outside the home gives them pride, worth, and identify and it allows fig some economic impence from men (Albelda,1992:175).

### **The number and kind of jobs available to women have increased tremendously**

The importance of physical strength in many industrial jobs has diminished. Service jobs, such as clerical and sales work have expanded greatly. The opportunity for part -time work has also increased. Equal opportunities

legislation has created demands for women in jobs gloriously closed to women (Frank D.cox, 1993:307).

Increasing education – now a days the number of graduating class women students is not few, Better education certainly opens job opportunities. More importantly, an educated person tends to become more aware of his of her potential and, as a result, seeks fulfillment and the chance to make a border contribution to society, the role of wife and mother becomes only one of many rates for the educated women as she becomes more aware of her potential

(Ibid).

### **Attitude about the Role of women in the Family Changed**

Today most women believe that working outside the home is important for personal satisfaction rather than just for earning additional money .The desire to work outside the home is not universal, whoever(I bid :306).Because of this migrating of women in to the labour force. The relationship between work and family is now more complex. Partners grapple with more of the same problems. Sex roles are less clear and more overlapping .power within the family is redistributed as both partners contribute monetarily to the family’s support. Family activities and time schedules are more restricted .The care of children is more variable, ranging from full –time potential supervision to none at all in the case of the latchkey child, who returns to as empty home offer school because both parents are working. Mothers try to become “super moms” as they cope with family responsibilities and an outside career. Fathers may become “house husbands “if their wives careers blossom. (Eitzen Stanly, 1986:172).

The many changes in the family life really represent the reaction of society in general and families in particular to the women wife mother entering the work world and sharing the bread winner role. .This has brought a revolution in the family and the overall relationship between the sexes.

### **Pay differentials between men and women**

A definite earning gap exists between male and female full time workers. The gap varies slightly from year to year. In 1991 it was the smallest it has been historically.

Why does such an earnings gap exist and why does it persist? The debate over this question is loud and often emotional; some say the gap is due to discrimination against women, pure and simple .Others suggest that at least in the past men have been better trained (had more schooling and experience) and have therefore been more committed to their work: Many companies have been reluctant to invest in long term training for women because the companies fear women employees will get married and or pregnant and quit work periodically (Frank D Cox: 312).

An alternative argument suggests that as a result of labor market dissemination, women have more difficulty finding jobs that are fulltime. Offer opportunities for training and advancement or age in male occupations. Sex barriers to high paying jobs account for significantly more of the pay differential than does differential pay between men and women for doing the same job. Thus women do not freely choose the loss remunerative jobs but age forced in to such jobs because of discrimination (Ibid).

## **2.7 WORK AND FAMILY OVERLAP**

Many complex connections and interchanges make it impossible for work and family to be separated worlds. Work shapes family life and family overlaps with work. The economy provides goods and services for consumption by families. Families use income earned in production activities to buy these goods and service. The economy provides jobs to family numbers, while the family supplies skilled workers to the economy.

The family is partially members, while the family supplies skilled workers to the economy .The family is partially responsible for making sure its members enter

the force with skills and motivation they need to operate within an industrial and commercial environment (Margaret ward, 2002:177).

Work and family linkages vary considerably depending on the structural features of both occupation characteristics profoundly affect daily interactions with in families. For example, the demands of professional and managerial occupation, in contrast to those of lower paid white collage and blue –collage jobs, pose very different external constraints for the family and generate different dynamics of work/family interchange. Family characteristics are equally important because they sleep up different work opportunities and demands, as well as different family needs and resources of both an economic and an interpersonal nature (I bid).

Work and family interactions also vary because they are linked with in a larger society that is stratified by class, race and gender.

While employment is a major component of family wellbeing, structures of inequality produce different rewards for workers and their families. These connections are complex. Furthermore, they change in both expected and unexpected ways over the life course (Ibid: 178).

### **Other forms of family work**

We defined work as on social activity that produces “value” even when it is invisible because it is un paid and done inside the home. This definition includes work other than household labor that is done both within and outside the home .A wide variety of activities that go to creating and sustaining family life have previously gone unrecognized. Not only as work, but as effort of any sort (Frank D Cox, 1994: 195-96). According to Pamela Fishman (1987) calls attention to the interaction work that women do to sustain communication with their mates. Also as Arile Hochschild (1985) shows how women engage in emotional work, the work of trying to find the right feeling to make and keep everything life( I bid)

**Consumption work** ; which involve selecting goods and making purchased ,links the needs of families with products in the market (I bid :196)

**Kin work:** According to Micaela Dileonardo (1987) .it is the ritual celebrations of cross household kin ties, including visits ,letters ,telephone calls , presents and cards to kin (I bid)

## **2.8 WORK AND FAMILY: SOURCE OF CONFLICT**

Ideally, work and family should complement and support one another yet in reality these two arena of life often conflict. The conflicts tend to differ for husband and wives in large part because of the historical division of labor between the sexes. The work world tends to intrude on a husbands family life. If he is asked to work overtime. For example he must usually do so to keep his job, regardless of what plans he may have made with his family (Frank D,Cox 1994:330).The family is more likely to intrude in to a wife's work world. For example, if a child is sick, it has traditionally been her responsibility to tend the child.

With increasing numbers of two earner families, parenthood on of the costs of doing business. Family members must work to support themselves and keeps society functioning. But to enable work to proceed efficiently, employers must recognize an accept family concerns (I bid: 331).

Time becomes a highly valuable commodity to both partners in the dual worker family. Especially to the wife, and particularly if there are children.

The dual worker family with children perhaps suffers the most from lack of time, especially parenting time. Partners are working more and spending less time with their children. According to one estimate, the amount of total contact parents have with their children has dropped 40 percent since 1965(I bid)

When both husband and wife work, they will not necessarily have less time together,but the time they have together will be consumed by daily necessities. Too often the important of time for self improvement and for intimate caring and



working on the relationship is lost. A career oriented spouse is much more option to bring work home than is a family oriented partners. A career oriented partner usually puts his or her career a head of the family. This can cause family resentments because of the perceived lack of commitment to the family. “You are married to your job” is a criticism often made by other family members (I bid: 332)

### **Invisible and unpaid family work.**

When most people hear about the massive entry of women in to workplace, their minds tend to one type of work. Participation in the paid labor force. Women have always worked in the household, but such labor has not been included in the definition of work (Eitzen Stanley D 1986:190) .After industrialization divided work and family , men’s work evolved in to paid labor outside of the home while women’s work become associated with unpaid work in the household. This division obscured all of those activities that age done inside the household to keep the family going .With the rise of feminism in family research scholars began to relief that a great deal of women’s work had been invisible and ignored(I bid)

### **2.9 MARITAL SATISFACTION IN THE TWO EARNER FAMILY**

The question of marital satisfaction in a two earner family is double edged. The family may gain satisfaction through the wife’s economic contribution: the family may lose satisfaction because she is no longer able to supply all of the caring and services of a fulltime wife and mother .Economic strain may be reduced when she works: psychological and physical strain may be increased (Frank D .Cox, 1993:327)

The research evidence on marital satisfaction when the wife works is mixed. After reviewing many studies. Researchers have concluded that wives who work from choice rather than economic necessity, those who husband wives their employment favorably and those who work part time are happier with their marriage than full time house wives ( I bid )

Although we have spoken mainly of the working wife's economic contribution to the family, it is clear that she may also receive psychological dividends from her participation in the work world .work may allow her to use some of her skills that as unused in the home maker role. She will meet and interact with a wider variety of adults. She will gain more power in relation of integrity, self respect, competence, self determination and accomplishment may increase if she enjoys her work and has successfully solved the problems of working and caring for her family (I bid)

The evidence of husband's marital satisfaction when their wives work is also mixed but tends to indicate that they are less satisfied than the wives. It seems that some husbands accept their wives work grudgingly and that so men may have more trouble than women in adopting to non stereotypical roles. In going to work a women is frequently expanding in to a anew role. One that is higher in status than that of home maker, While a husbands who assumes homemaking functions is adopting a role of lower status, which may strain not only his sense of status and identify but his feeling of competence as well .Further more a busy wife may not be able to provide the some level of physical and emotional support that a full time home mother can so a husband may welcome to feel he is losing out on all fronts(I bid). On the other hand a second income can provide the husband additional freedom. He can cut down on moonlighting or over time work. He may be able to take a temporary reduction in pay to enter a new career or job he finds more satisfying. Increased free time may allow more family enjoyment and leisure time pursuits.

Because of the importance of expectations inhuman relations, what one thinks of expects about something is often as important as what actually happens ,Research on marital quality in families where the wife work indicates that happiness with the relationship is more closely related to the congruence between the role expectations of one spouse and the role performance of the other spouse than to any particular pattern of roles. It is not simply a matter of when their a women's working has an impact on marital adjustment but rather the extent to which that beavertail violate her own and her family's role expectations.

If a woman expects to be a housewife, if her husband expects her to stay home and if significant others in her environment (parents, in-laws, children, and so forth) have negative attitudes about her working, the chances are great that both her satisfaction and her family's will drop when she goes to work (Ibid:328). On the other hand, as the working wife becomes the norm of society, negative attitudes will diminish.

Lower class families seem to have more adjustment problems than middle class families when the wife goes to work. One possible explanation for this is that the lower class women usually must work in order for the family to survive. Her working is thus a dialect statement about her husband's inability to provide for his family and may be perceived by him as a threat to his status. Middle class women are more likely to be in the labor force voluntarily; one must be careful. Interpreting social class differences in marital satisfaction, however, a variety of influences are involved. For example, differing educational levels lead to differing attitudes about a mother entering the work world (Ibid).

Traditionally, only a small minority of mothers with children under age six have been employed. Two factors have worked to keep mothers of young children out of the labor force:

1. The logistics of caring for the children often unsolvable
2. There has been a long standing belief that a mother belongs with her children, especially when they are young. Because of earlier studies of the effects of prolonged separation of children from caring parents (orphanage and foster home placement, war orphans, and so forth), many people believe that the mother's absence during the early years will harm the child (Ibid: 329)

## **2.10 THE FAMILY, WORK AND SOCIETY**

Some of the tensions between family and the workplace can be better understood using Gaboride's ecological model of interacting systems (Margaret Ward, 2002:276). In the macro system we find conflicting values. For example, women

are felt by someone to find their greatest fulfillment as wives and mothers. Others consider that women can be achieve their potential in the work world through careers. This no matter what choice women make ,some one will tell them that they wrong. Another source of tension in families is the unequal value placed on men's and women's work. This can be seen for instance, in levels of pay, and in the concern over the effect of working mothers, but not working fathers, on their children's development.

In the ecosystem institutions such as the workplace and daycares centers also seem to present conflicting values. On the one hand, women are encouraged to find employment. On the other hand, many employers are unfriendly toward families (I bid).

Some of those conflicts are played out in the micro system .Teachers for example ,may feel that children's failure to do home work arises from in adequate supervision when two parents are employed out of the home parents, for their part, may feel that the expectations of the school are realistic. All of these pressures work together to produce stress in the family Micro systems over such matters as child care and household chares. In turn, the martial and parental subsystems are also affected.

Many individual feel that the only real answer to some of those problems is a shift in values in our society. There are signs, small and slow though they are in coming that norms are changing to accommodate the needs of two earner families.

## **2.11 WORKING COUPLES AND THEIR SOCIAL NETWORK**

Given the many demands on their time, Dual career couples often spend relatively less lifetime with friends and extended families. When social networks are limited, families may experience lower levels of social support and thus may feel higher levels of stress. Support system assumes that give and take occurs one person can't helped all the time without helping inturn (I bid ).

## **2.12 AGREEMENT BETWEEN HUSBAND AND WIFE**

Couples who agree each other are less likely to break, researcher help found that the more agreement there is between spouses, the greater the stability of the marriage, Agreement tend to be greatest when the couples has to coordinate its activities to look after the tasks around home and children. Also the quality of communication within a marriage is important, since it directly affects the way in which couples make decisions and solve problems. Couples with a high level communication with each other are less likely to have a problem and are more likely to solve problems than those couples with less communications. (Ibid:116).

## **2.13 CONFLICT IN MARRIAGE**

It is a sign that something in the relationship needs attention and the important thing is the way how couples deal with conflict (Ibid: 117). Individuals have different conflict styles.

**Non Assertive** – that is they do not defend their own position but given to other person.

**Dialectic aggression /violence** – to force their opinion on their partners indirect communication – couples/partners avoid face to face contact and they communicate through third person.

**Passive aggressions** – agree but manage to make things turn out wrong non verbal message and expect to be understood. Those who are most successful in dealing with differences are those deescalate their conflict instead of feeling anger.

## **CHAPTER THREE**

### **Research Design and Methodology**

#### **3.1 Background of the Study Area**

The research was conducted in the Addis Ababa. The particular place where the study conducted is in Bole sub city Kebele 17/17. The rationale behind choosing the given Keble is the availability of enough participants.

#### **3.2 Study Design**

This study employed mixed cross sectional type of research. Elementary statistics (frequency distribution, percentage and cross tabs) were used to quantitatively describe study participants and problems often encountered in relation to dual earning. The study was also approached qualitatively taking into account the objectives of the study which involve assess family's unique characteristics in relation to dual employment and their coping strategies. Qualitative study has a proved advantage over qualitative study in exploring individual subjective experiences, believes and attitudes. Qualitative data were collected from study participants at one point in time.

#### **3.3 Study Population**

The study population of the selected area is 3575, which is the total number of Keble 17/17 residents. Then the study will be conducted primarily in the given Keble by taking the total population number as a sampling frame.

#### **3.4 Sampling Technique**

The sampling techniques that used by the researcher was non probability, specifically purposive /judgmental sampling. The researcher deliberately selected those potential participants who fulfill the inclusion criteria and believed to have sound knowledge, rich experience on the issues being investigated. Also the lacks

of registered dual earner parents in the kebele certainly persuade the researcher to use purposive sampling to select purposively. The selection of qualified respondents from the study area and the above mentioned reasons make the sampling technique purposive.

### **3.5 Sampling size**

The sampling size which has to be taken from the total number of population will be 100 working mother and father. These samples selects from the particular kebele based on the representativeness in line with ethics of the profession plus on the relevance of investigating the intended study briefly.

### **3.6 Sampling procedure**

Before under taking the research, legal recognition is needed both from the university administration and the local authorities to get the willingness of the respondents and to make the study legal. Then in accordance with the sampling procedure the samples taken from the total number of population purposively.

### **3.7 Data collection instruments**

In order to collect data from the respondents the researcher used questioner, semi- structured interview, Personal observation and documentary sources. That method of data collection was enables the researcher to collect/gather both primary and secondary types of data.

### **3.8 Data Analysis**

After the necessary data gathered by using both primary and secondary methods such as document review, they are organized so that the researchers can assure the comprehensiveness of respondents' response. Finally those consistent data was analyzed in a descriptive manner using both qualitative and quantitative methods. Table was used for data presentation.

### **3.9 Ethical Consideration**

Ethical consideration was given due attention in the undertaking of this study not to violate respondents privacy and protect them from any potential harm. All potential indicators were deliberately avoided throughout the transcription in order to keep the anonymity of the participants. Participants were also asked for informed written consent prior to their involvement in the study and their participation was fully voluntarily. Ethical approval for this study was also received from IGNOU University based on the examination of the preliminarily proposal submitted.

### **3.10 Definition of Terms**

**Dual earner parents** – parents in which both wife’s and husband have the means to generate income

**Family** –A social institution that unites individual into cooperative groups that oversee the bearing and rising of children as main function

**Gender** – socially approved ways of behaving as males and females in the society

**Conventional role** – the role in families in which fathers as breadwinners and mothers as a domestic servant

**SEX**—a biological deviation of human beings as male and female or the appearances of genitals.



## CHAPTER FOUR

### DATA ANALYSIS INTERPRETATION AND DISCUSSION

#### Part I: Social-demographic analysis

In this section data collected through questionnaire and interview guide were presented. A total number of 100 participants were involved in the study and their basic profiles were presented in the following section.

Table 1. Age, sex and religion destruction

Age Interval	Respondents	
	NO	%
21-25	7	7
26-30	22	22
31-35	41	41
36-40	16	16
41-45	10	10
46-50	4	4
Total	100	100
<b>Sex</b>		
Male	50	50
Female	50	50
Total	100	100
Religion		
Orthodox Christian	42	42
Muslim	16	16
Protestant Christian	24	24
Catholic Christian	8	8
Other	10	10

Source: Sample Respondents.

Table 1 shows the age distribution of respondents are greater on the interval of 31-35 i.e. 41 (41%) those who are found within 26-30 hold the second majority of respondents i.e. 22(22%) followed by 16 % of these between 36-40. The rest age group distribution can be put in descending manager as, 41-45 hold 10% 21-25% hold 7% and those between 46-50 only 4% of the total respondent.

From this data we can see that the sample population of the study exists in the age gap of 21-50, this is because of the researcher can't get any respondent whose age interval is below 21 or above 50.

Since the study design focus on dual earner parents, the sample size of both genders was matched (50%)

When we come to the religion distribution of the respondents most of them i.e. 42% are followers of orthodox religion; the second largest followers are protestant religion, which accounts 24% followed by Muslim accounting 16% and the remaining 10% are from different religious cults rather than the above listed ones.

Table 2: Educational level, job status and work experience distribution

<b>Job status</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Merchant	13	13
Professional	46	46
Administrator	10	10
Technician	9	9
Cleaner	6	6
Clerk	12	12

Others	4	4
Total	100	100
<b>Educational Level</b>		
Only read and write	3	3
Primary level	4	4
Secondary level	10	10
Certificate	12	12
Advanced dip and diploma	41	41
BA/BSC	22	22
MA	4	4
PHD	2	2
Others	2	2
Total	100	100
<b>Work experience</b>		
Below 2 years	6	6
2-4	20	20
4-6	40	40
6-8	14	14
8-10	16	16
Above 10 year	4	4
Total	100	100

Source: Sample Respondents

Forty six (46%) of the total sample are professional employee of an organization and it is the largest present age form the alternative then merchants hold the second tag interims of high respondents, i.e. 13% followed by clerk which hold 12% in addition admistrator an organization which may be private or government hold the percentage of 10% also technicians accounts 9% of the total respondents, cleaners hold 6%. Moreover 4% respondents are also those who worked in different activities on the various sectors of the country other than specified above.

With regards to their educational level among 100 respondents only 2% are holders of PHD and 2% are those who mentioned other than the above mentioned list of level of education also there are the smallest proposition of the respondent i.e 3% those who does not attend formal education but they could read and write 4% of the respondents are those who able to hold MA degree in some profession also with the same percentage distribution those who attend primary level of education is included and those who entitled with secondary level of education holds 10% of the total distribution. The majority of respondents i.e. 41% has advanced diploma and diploma succeeded by those who BA/BSc which amount 22% followed by certificate holders, i.e. 12%

Concerning work experience of respondents those with work experience of 4 to 6 years hold the largest share i.e. 40% and those with 2-4 years get 20% share and 16% responded that they have work experience of 6-8 years in some profession followed by 14% those with 8-10 years experience. The smallest proportion is taken by those who above 10 years experience which accounts 4% and those with below 2 years experience in different sectors i.e. 6%

**PART II RESPONDENTS WORK RELATED EXPERIANCE**

Common questions /both to the husband and wife

Table 3. Whether respondent’s full time or not does employment of parents bring problem how it bring a problem and what are the problems.

<b>Husband respondent</b>	<b>No</b>	<b>%</b>	<b>Wife respondent</b>	<b>No</b>	<b>%</b>
Full time			Full time		
Yes	46	92	Yes	40	80
No	4	8	No	10	20
Total	50	100	Total	50	100
<b>Does employment of parents bring a problem</b>			<b>Does employment of parents bring a problem</b>		

Yes	22	44	Yes	40	80
No	10	20	No	10	20
No don't know	18	36	No don't know	-	-
Total	50	100	Total	50	100
<b>How it bring a problem</b>			<b>How it bring a problem</b>		
Less time spent together		8	Role overload, especially during child bearing	34	68
Failure of the wife to be a domestic servant	21	42	Failure of the husband to be a domestic servant	10	20
She will fall in love wither workmate	3	6	Traditional awareness of the society	3	6
Failure of the wife to take care of the child	26	52	Traditional division of labor	3	6
Total	50	100	Total	50	100
<b>What are the problems</b>			<b>What are the problems</b>		
Role overload	2	4	Being apart for the social relations	10	20
Mismatch in idea	8	16	Overload of responsibilities	30	60
Failure of the mother to provide love and affection to the child	28	56	Inability to use work promotions in other countries	2	4
Failure to practice masculine power	10	20	Mismatch in ideas	3	6
Being apart from social relation	2	4	Less work performance	5	10
Total	50	100	Total	50	100

Source: sample respondents.

With regarded to employment status almost all respondents of husbands are full time workers, i.e. 92% and also wife respondents hold the biggest share interims of being full time workers, i.e. 80%. Form the data, in dual earner family the probability of being parents at home is less, especially when those couples full

time workers. As it discussed in chapter two, the more the couples a fulltime workers the greater they encounter many challenges I n the family, work and social related issues ( Margaret ward, 2002: 198)

Also the respondent asked to respond whether their employment of portents bring a problem or not the area of work, family, social relations and other area. From the data, the wife respondents admitted that they encounter a problem by saying 'yes' which accounts 80%, where as the rest 20% said that they have no problem at all. When we come to husband respondents 44% said that they have encountered problem, where as 20% said no problem. The remaining 36% respond in the way that they have not aware whether it bring a problem or not by saying 'don't know'. The data shows that in the dual earner family problems more encounter women than men/husband, that means the responsibilities of family, work social relations and other matters more of women/ wife than men /husband. Unless the traditional division of labor i.e. domestic activates only the responsibility of women changed the women would be loaded with many roles (Cox, 1993:231)

The researcher also forward other related questions. How the employment of parents bring a problem. The wife respondents admitted that the role overload following the increment of various responsibilities, particularly during child bearing stage, which accounts 68%, 20% of respondents respond that failure of their husband in practicing domestic activities in supporting his wife. The rest respondents i.e. 6% said traditional awareness of the society to wares employed women 6% respond that failure of the societal normal and values towards its failure to redefine the previous deviation of labor dictate. While the husband respondents, 56% said that failure of the mother to take care of the children,20% said that failure of the wife to be domestic servant, 4% respond that less time spend together, the remaining 4% admitted that wife employment outside home would made she to fall in love with her workmate. In agreement to these findings, the gleamed literatures also shoe that being both parents spent much of their time in work outside home boulder cause a conflict among them (E.Stanly, 1994:224)

Following the previous question, the researcher also inquire to know the problems that encountered by those dual earner parents. Most of wife respondents said that there is a greater role that had to been fulfilled by the women, this made them to feel overlade of responsibilities. In the areas of work, family, social relations and other, which accounts 60% the net largest proportion is being apart from the social relations (20%) , 10% said less work performance following role overload in various spectrums. 6% of the total respondents said that mismatch in Ideas, that is failure of both to understand conceptions of each other the remaining 4% hold those who failed to use their promotions chance, this means, for instance, if the women got promotion in other country how can she compensate the role at the family and social related things. Concerning the husband respondents , 56% said failure of the mother to provide love and affection to her child, 20% said failure to practice masculine power over the wife 16% mismatch in ideas, 4% role overload, the remaining 4% respond that their being a part from the social related tings. Also the literatures confirmed that there are a various type of problems which encountered by dual earner couples, most of the problems has the power to disturbed stabilities of the family in particular and the society in general (Brooks, 1994:294)

1. Table 4. To what extent do you encounter problems in family?

<b>Husband respondent</b>	<b>No</b>	<b>%</b>	<b>Wife respondent</b>	<b>No</b>	<b>%</b>
Sometimes	22	44	Sometimes	5	10
			Always	1	2
Often	8	16	Often	12	24
Vary often	5	10	Very often	29	58
Rarely	10	20	Rarely	3	6
Never	5	10	Never		
Total	50	100	Total	50	100
<b>Cause of the problem in dual earner family</b>			<b>Cause of the problem in dual earner family</b>		
Being both employed	5	10	Being both employed	2	4

Failure of the women to be a domestic servant	11	22	Failure of the husband to be a domestic servant	14	28
Absence of open discussion/ communication	31	62	Absence of open discussion/ communication	28	56
Societal values and norms	2	4	Societal values and norms	6	12
Other	1	2	Other	-	-
Total	50	100	Total	50	100

Source: Sample Respondents.

Based on the above table4, husbands respond concerning the extent in which the parents, i.e. working mothers and fathers, encounter problems by putting in the way as sometimes (22%) rarely (10%), often (8%) very often and never 5%. The variable always can't get any respondents so it not get any proportion. The data shows that the problems in the family of dual earner family more encounter women's /wife this was observed in the above data i.e. majority of husband respondent said sometimes but wife respondents said very often.

The researcher eager to know the causes of the problem that could happen in the dual earner family 62% of husband respondents said absence regular culture of discussion and communication in open manner, which accounts 62% the net majority said the problem of failure of the women to be a domestic servant at home which accounts 22%, 10% respondents said the major cause for the problem is the employment of both parents. The remaining 4% said that societal values and norms is the major factor which enable the couples to encounter different forms of problems 2% said there are other causes than the given ones.

Regarding wife respondents, 56% said that absence of open way of discussion and communication in the family, 28% respondents said that inability of the husband to serve in domestic activities, 12% said that social values and norms are responsible since it made a boundary on the roles. The remaining 4%



respondents are those who taken the employment of parent as a cause for the problem.

Although the increase participation of women in the labor force not made them to reduce their responsibility and household chores rather they forced to shoulder all the activities in the home and outside (Johnson 1984:74). In agreement with the above findings different literatures show that communication as a source of conflict problem. So in the same manner both this research and other related literatures magnify that absence of regular culture of discussion and communication. In open way could be the major reason/causes for the problem.

Table 5 whether employment of parents has negative impact on children, the impacts, stage of child in which the family encountered stress.

<b>Husband respondents</b>	<b>No</b>	<b>%</b>	<b>Wife respondents</b>	<b>No</b>	<b>%</b>
<b>Does it have negative impact</b>			<b>Does it have negative impact</b>		
Yes	34	68	Yes	36	72
No	14	28	No	14	28
Don't know	2	4			
Total	50	100	Total	50	100
<b>What are the impacts</b>			<b>What are the impacts</b>		
Failure to get love and affection of his parents	39	78	Failure to get love and affection of his parents	39	78
Being addicted	11	22	Being Addicted	11	22
Total	50	100	Total	50	100
<b>Stage of the child in which the family encounter stress</b>			<b>Stage of the child in which the family face stress</b>		
During infant stage of a child, below six years	40	80	During infant stage of a child, below six years	42	84
During adolescent stage	8	16	During adolescent stage	8	16
No problem at all	2	4	No problem at all	-	-
Total	50	100	Total	50	100

Source: Sample Respondents.

Concerning whether or not the employment of parents bring problems on children, the respondents response could be put as husband and wife respectively, (68%, 72%) respondents admitted that it results in a significant impact on their overall development, (28, 28%) respondents said that it did not have any effect on children, the remaining 4% husband respondents they have no idea whether it has an impact on children or not. Form the data, parents reflect that when they ate work they know that it has a problem on their child or in the family were there is working mothers and working fathers, children face a lot of problem as cited in (cox, 1993:152) employment of parents ha a lot of problem on the child children.

Also respondents are asked to list the problems that children encored following employment of mothers and fathers, (78%, 78%) said failure of a child to get love and affection his parents sufficiently intern this made the children to be emotionally and psychologically abnormal in which his /her overall cognitive or physical development become in danger. The remaining (22%, 22%) respond that there would be higher probability of being addicted by various stimulations. This finding also familiar with cox idea that the child could in danger of getting the viral love and affection of his parents sufficiently.

With regard to the stage of childhood in which parents encounter stressful thing the respondents answer as, (80%, 84%) of total responds reply that during infant stage of a child a family parents encounter more problems in addition to work, family and social related problems (16%, 16%) are said that adolescent stage of child were stressful for a family, the remaining 4% of husband respondents admitted that whatever the stage of the children there in no problem on parents at all. Cox's finding also indicate that child bearing state up to the child reached a minimum of six years the family encounters stress highly.

### **PART THREE. Analysis Of Experiences Of Husband In Dual Earner Family Respondents**

Table 6. To what extent you encounter problems in Family?

<b>Engagement of husbands in domestic activity</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Sometimes	7	14
Often	6	12
Very often	5	10
Rarely	31	62
Never	1	2
Total	50	100

Source: Sample Respondents.

With regard to the extent of husbands engagement in domestic activities majority of the respondents i.e. 62% respond that they practice domestic activities rarely, the second majority of respondents said that they engage. In domestic activities sometimes, which accounts 14% the rest can be put in descending order as often(12%) very often (10%) never (2%). The variable always can't got any respondents. The data shows that domestic activities like, take care of child, fulfilling daily activities in family i.e. fetching water, cleaning home, cooking food , taking child to school and the like was more of the responsibility of a wife /mother, since husbands engage in such activities rarely, only the few practice in a moderate manner.

Table 7. If your engagement is “sometimes to never “on the above scale, what are the factor/which affect/s your full engagement?

<b>Reasons</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Work overload outside home	23	46
It is only the responsibility of the women	15	30
Absence of interest	4	8
Cultural beliefs	5	10
Other	3	6
Total	50	100

Source: sample Respondents.

From the above table the data shows that, among the given alternative variables that made husbands not to be part of domestic activities, 10% of the total respondents admitted that, their cultural background and belief played a role in restraining them not to practice domestic activities,8% respondents said that there was no any other thing that restrain them than lack of interest in the area,30% respondents said that, they consider the responsibility of fulfilling household chores only the role of the wife and this made them not to engage in domestic activities. Majority of respondents, i.e. 46% respond that work overload out side home limit them not to practice household chores in home. The remaining 6% of respondents had other factors rather than the given alternatives.

Therefore, from one or another reason, the majority of husbands in dual earner families not familiar with practicing domestic activities. This intern make the wife to shoulder many responsibilities, this means whatever the women has a career or not the household chores is expected to fulfill by the wife.( E Stanley, 1994:214)

#### **Part IV Analysis of wife’s respondents**

Table 8. Do you have a child and who takes the responsibility when you are at work?

<b>Do you have a child</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Yes	42	84
No	8	16
Total	50	100
<b>Who takes the responsibility</b>		
Elder son	1	2
Relative	2	4
Neighbors	4	8
Domestic servant	31	62
Kindergarten	11	22

Other	1	2
Total	50	100

Source: Sample Respondents.

Regarding whether the wife/mother have a child or not, the majority of the respondents, i.e. 84% said that they have and remaining 16% they have not a child following this response, the researcher also forwarded other related questions, that is, who takes over the responsibility of a child when the mother at work. According to table 9, 2% of the total respondents said that their elder son take care of the children/child while she was at work, and 4% respondents relied on their relatives. Moreover, those who asked that neighbors to look after their children were 8% respondents. And 22% also said that they took them to kindergarten until they came to pick them 62% of the total respondent employed domestic servant to take care of the child the remaining 2% specified other means of giving a care.

Therefore, on the basis of data, the responsibility of taking care of child/ children left without much care of their mothers. Thus they may have a negative impact on the physiological and psychological growth of the child, as discussed in chapter two. The problems that a parents encounter is greater when the couples has a child (Mararet wared, 2002:308)

Table 9. Advantage of domestic servant, disadvantage of domestic servant

<b>Advantage</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Caring of the child	30	60
Fulfilling domestic activities	11	22
Solving conflict between husband and wife	4	8
Taking role of daily social relations	5	10
Total	50	100
<b>Disadvantage</b>		
Inclination of psychological makeup of te child	32	64

to wares domestic servant		
Source of conflict between the husband and wife	10	20
Inability to find their identity	5	10
Failure to develop secret relation in family	3	6
Total	50	100

Source: Sample Respondents.

Concerning advantage of employing domestic servant in the earner family, 60% of the total respondents said that taking care of the child /children was their basic significant behind the employment of domestic servant, whiled 22% respond that fulfilling domestic chores was the advantage of them, 10% also said that they had significant in terms of mediating and solving conflicts that happened between the husband and wife. The remaining 8% reared taking role of daily social relations as the major role that could be fulfilled by domestic servant.

Regarding the disadvantage of employing domestic servant, the researcher also forwarded four alternatives and also with place on which the respondents could write their opinions. 64% of the total respondents said that high probability of the child to be psychologically and ideally reflection of the domestic servant this means, since the child sent a lot of hours with servant there would be higher degree of being same in behavior, 20% respond that domestic servant could be taken as a factor for the conflict that happened between wife and husband by carious manses. 10% said that difficulty in finding their background of their identity, weather there are good behavior, i.e. absence of criminal records and other deviant behavior, or not. The remaining 6% admitted that the presence of the domestic servant in the house made the families not to develop culture of syncretism in one on another way.

Table 10. Weather the respondents come late to work or not, reasons to be late.

<b>Coming late</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Yes	36	72
No	14	28
Total	50	100
<b>Reasons for coming late</b>		
Taking care of child /ten	24	48
Caring out domestic activities	20	40
Transport problem	2	4
Absence of industriousness	3	6
Others	1	2
Total	50	100

Source: Sample Respondents.

Out of the total respondents who asked weather they came late or not, 72% respondents admitted that they have experienced of being late, only 28% respondents said that they have never came late to work.

Concerning respondents reasons for coming late 48% admitted that taking care of children took a lot of time and this made them being late from work while 40% respondents said that caring out domestic activates made them to be late 4% respondents complained about the shortage of transport services, 6% blame themselves interims of lack of industriousness since. The remaining 2% respondents mentioned other factors rather than the given alternatives for their being late from work. Household chores and taking care on a child. If there is are the most indicated factors that made the wife to be late and have its own influence on their work performance outside home. (M.Ward, 2002:237)

Table 11. The effect of housework on the respondents formal work out side home and their belief whether a wife should put a work before family.

<b>Does housework effect on work outside home</b>	<b>Respondents</b>	
	NO	%
Yes	39	78
No	11	22
Total	50	100
<b>Do you believe a mother should put a work before family</b>		
No	42	84
Yes	8	16
Total	50	100

Source: Sample Respondents.

Out of the total respondents, the majority of the respondents i.e. 78 % admitted that the housework had a significant impact on their performance in the work outside home. The remaining 22% said that they does not have any effect. Therefore, this shows that their effectiveness at work curtained by housework. Moreover, from the previous table ( table 11) women’s domestic sphere become the major obstacle for their accomplishment of the work by making them late due to various reason, so it have a significant impact on their career with regard to their belief whether a mother should put a work before family, the largest proportion of the respondents i.e. 84% did not belief that a mother should put a work before family while the reaming 16% respondents believed it.

Table 12. Decision making on major family related issues (eg, buying assets, children education, financial flow), whether respondents feel burdened by their responsibilities.

<b>Who have decision making power</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
Husband	16	32
Wife	4	8
Bothe husband and wife	30	60



Total	50	100
<b>Do you fell burdened by you responsibilities</b>		
Yes	39	78
No	11	22
Total	50	100

Source: sample Respondents

Regarding decision making power on major family related issues, out of 50 working mother respondents 32% respondents said that only their husbands has the power of decision making on the issues. While 8% respondent's said that the power of making decision was in their hands. However, the biggest proportion of respondents, i.e. 60% admitted that both of them has the power of decision making.

Concerning whether the respondents felt burdened by their responsibilities, 78% respond that they feel burdened by their responsibility. The remaining respondents, I.e. 22% said that they did not feel burdened by that the ability of the women to generate income out side home makes the women to get a voice in the family interims of making decisions on major family related issues. Although the women burdened by various responsibilities, regarding decision making they have improve their status in family (E. Stanley, 1995:197)

Table 13 the amount of hours spent on working house work activities, Does working outside home has influence on social relationship.

<b>Amount of hours spent on working housework activities on average</b>	<b>Respondents</b>	
	<b>No</b>	<b>%</b>
0-2 hours	5	10
2-4 hours	9	18
4-6 hours	35	70
6+ hours	1	2
Total	50	100
<b>Does working outside home has influence on</b>		

<b>your social relation ship</b>		
Yes	34	68
No	11	22
Don't know	5	10
Total	50	100

Source: Sample Respondents

With regarded to the amount of hours spent on caring housework activities, the majority of respondents, i.e. 70% said that they spent 4 up to 6 hours on performing domestic work, 18% respond that they spent 2 up to 4 hours, 10% said that they spent a maximum of 2 hours on domestic activities. The remaining 2% said they spent above 6 hours daily on a average.

Therefore, this implies that employed women spend above 40 hours per week on domestic work. This becomes a burden for those women to shoulder time-consuming tasks in the domestic area. Therefore, their efficiency and effectiveness will be affected in work out side home. In a comparison with the husband, wife in dual earner family shoulder the responsibility of domestic activates much more than the husband. Since husband spent less than 15 hours on domestic activities (D.Cox, 1993:179)

## **CHAPTER FIVE**

### **CONCLUSION AND RECOMMENDATION**

#### **Conclusion**

After the collection and careful analization of the data, the researcher has come to conclude the following points.

The problem of providing love and affection to the child in the family of working mothers and father were the major one and also overload of responsibilities followed by increment of responsibilities in the area of work outside home, domestic activities particularly during child bearing time and social related issues were the dominant problems. In the family of dual earner there are a lot of problems that encountered them. For the problems there are a lot of causes but absence of regular culture of discussion and communication can be taken as the major cause for the problem that could happen in dual earner families.

Decision making power in the family of were both parents working, the power relies both in husband and wife hands. In the areas of major family related issues, such as buying assets, children education and financial flow etc, both have something to say. Being both parents a means to generate income indecently helped them to avoid the traditional husbands overall decisions by making the decision together.

It is obvious that there are problem in every one life that they are encountered at less in one aspect of their life. It is possible to develop a mechanism which enables to be rid of the problems. In the family of dual earner, the problem most of time cope through discussion in the manner of open way by which both parties pronounce their feelings and try to solve the problem before its aggravation.

## **Recommendation**

Based on the conclusion made in the preceding part the following recommendations are forwarded.

- Different mechanisms of handling and solving marital conflict and disagreement between couples shall be emphasized by various practitioners working in the area of family development. To this end strategies of viable conflict handling mechanisms need to be taught for couples based on the capitalizing the current life realities of dual earner families.
- Communities should provide /develop a good attitude towards working women by considering the improvement of the time plus her contribution for the family besides the challenges and problem. Moreover, the society around them help those type of families how they will cope with problems and negotiate them.
- The husband should himself become source of conflict solver by helping the wife in domestic activities and build the psychology of women and also the women should show her loyalty and love to the family regardless working- out side home.
- In times of employing domestic servant to take care of the child there should be given a higher emphasis on the behavior of the domestic servant since it has a greater influence on the child's overall development in the future.
- The government through different method of advertising or by different declarations it should pronounce that domestic activities as responsibilities of both husband and wife not only wife's
- The organization in which the wife employed should provide an appropriate fringe benefit or consideration in times of child is caring and other related issues.

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## **School of Social Work**

Dear Respondent, I am Adane Tesema, a student in the school of social work in Indra Gandhi National Open University pursuing Master of Social Work (MSW). I'm currently carrying out a research project titled Dual Earners Parents Marital Problems in Addis Ababa Bole Sub- City. And I am using this questionnaire to collect primary data from randomly selected Dual Earners parents. You are kindly asked to complete this questionnaire as genuinely as possible for this would enable the researcher to assess the Dual earners parents Marital Problems .Your responses will remain confidential except for the use of this research.

**NB.** One has to be sure that this questioners is performed with full recognition of crucial ethical issues. Please Put the sign (/) or (x) for closed ended questions and write your idea on the space provided for open ended questions.

Thank you in advance for taking the time to complete the questionnaire

**PART I. Socio Demographic Background**

**I .Age**

- |            |                          |              |                          |
|------------|--------------------------|--------------|--------------------------|
| A.) 16- 21 | <input type="checkbox"/> | D.) 21-30    | <input type="checkbox"/> |
| B.) 31-35  | <input type="checkbox"/> | E.) 36-40    | <input type="checkbox"/> |
| C.) 41- 45 | <input type="checkbox"/> | F.) Above 46 | <input type="checkbox"/> |

- II. **Sex**
- Male
- Female

**II. Religion**

- A) Orthodox Christian
- B) Muslim
- C) Protestant Christian
- D) Catholic Christian
- E) Other -----



**II. Educational level**

Illiterate	Advanced diploma
Only read and write	BA/BSC
Primary level	PHD
Secondary level	others -----
Certificate	

**IV JOB Status**

- A.) Merchant       D.) Cleaner   
 B.) Professional       E.) Clerk   
 C.) Administrator       F.) Technical   
 F.) Other -----

**WORK EXPERIENCE**

- A.) Below 2 years       D.) 8 years   
 B.) 2-3 years       E.) 8-10 years   
 C.) 4-6 years       F.) Above 10 years

**PART II RESPONDENTS WORK RELATED EXPERIANCE**

Common questions /both to the husband and wife

1. Are you full time worker? Yes  No
2. Are you permanently employed Yes  No

3. Does employment of parents bring marital related problems?

Yes  No

3.1 If you say yes for the above question, how it bring a problem?

Failure of the husband to be supportive in domestic activities

Failure of the wife to be a domestic servant

Role Overloads

She/he will fall in love with her workmate

Less time spend together

If other ,please specify -----  
-----  
-----

3.2 What are types of problem you are being encountered in course of Marriage ?

A.)Role overload, especially during child bearing

B.)Mismatch in ideas

C.)Being a part from the social network

D.) Less work performance

E.) Failure to practice masculine power

If other , please specify -----  
-----  
-----

4. To what extent do you encounter problems in family?

A.) Always  D.) Rarely

B.)Sometimes  E.) Never

C.) Often  F. Very often

5. What is the cause of the problem that could happen in dual earner family?

A.) Being both parents employed

B.) Failure of the women to be domestic servant

C.) Absence of regular culture of discussion

D.) Inability of the husband to engage in domestic activities

E.) Societal norms and values

If other ,please specify -----

-----

-----

6. Does employment of parents has a negative impact on children?

A.) Yes  B.) No  C.) Don't know

6.1 If your answer is YES to the above question, what is/ are the negative impact/s?

A.)Lose of love and affection of children

B.) Being addicted

C.)To much disciplined

If other ,please specify-----

-----

-----

6.2 In which stage of a child caring the family encounter a remarkable stress?

A.)During infant stage, below 6 years

B.)During adolescent stage

C.)During adulthood stage

If other please specify -----  
-----  
-----  
-----

**PART THREE .EXPERIENCES OF HUSBAND IN DUAL EARNER FAMILY**

8. To what extent you encounter problems in Family?

- A.)Always  D.) Very often   
B.)Sometimes  E.) Rarely   
C.)Often  F.) Never

8.1 If your engagement is “sometimes to never “on the above scale, what are the factor/which affect/s your full engagement?

- A.)Work overload  
B.)It is responsibility  the women   
C.)Lack of interest   
D.)Cultural belief

If other ,please specify -----  
-----  
-----

**PART IV: EXPERIENCES OF WIVES IN DUAL EARNER FAMILY?**

9. Do you have a child?

- A.) Yes  B.) No

9.1 If you say yes for the above question, who takes the responsibility when you are at work?

- A.) Elder son  D.) Relatives
- B.) Neighbor  E.) Domestic servant
- C.) Kindergarten  F. Husband
- Other-----
- 
- 

10. What is the advantage/s of employing domestic servant?

- A.) Carrying of the child
- B.) Fulfilling domestic activities
- C.) As mediator
- D.) Taking role of social relation

If other, please specify-----

-----

-----

11. Do you come late to work?

- A.) Yes  B.) No

12.1 If you say yes for the above question, what is your reason?

- A) Taking care of children
- B.) Carrying out domestic activities
- C.) Transport problem
- D.) Absence of industriousness sense

If other ,please specify -----

-----

-----

13. Does housework effect on work outside home?

- A.) Yes  B.) No

14. Who have decision making power on major family related issues?

- A.)Husband   
B.)Wife   
C.)Both husband and wife

Other-----  
-----  
-----

15. Do you feel burdened by your responsibility?

- A. Yes  B.)No  C.) Don't know

16. Do you believe a mother should put a work before family?

- A.) Yes  B.) No  C.) Don't know

17 .How many hours spent on working house work activities?

- A.)0---2   
B.)2---4   
C.)4----6   
D.)6+----

18. Does working outside home has influence on your social relationship?

- A.) Yes  B.) No  D.) Don't know

18.1 If your answer is YES for the above question, what kind of problems you encountered?

THANK YOU !



**MSW PROJECT PROPOSAL (MSWP-001)**

**DUAL EARNERS PARENTS MARITAL PROBLEMS:  
THE CASE OF SELECTED FAMILIES IN BOLE  
SUB-CITY ADDIS ABABA ETHIOPIA**

**Prepared By**

**Adane Tesema**

**(Enrollment Number - 109100828)**

**Supervisor**

**Ephraim Mebrate (Mr)**

**Indira Gandhi National Open University  
School of Social Work**

# CHAPTER ONE

## 1.1 Background of the study

Globally, since 1890, women's labor force participation has increased in almost every decade. Since 1970 the rise has been dramatic. This phenomenon is a consequence of several factors. Feminism has led many women to seek fulfillment in a career outside a home. Wife's in many households work outside to supplement family income, since one wage families have lost purchasing power since 1973 (Elitzen 1996:302) women labour force participation has been growing at a faster pace than men's in recent years. Between 1970 and 1992 their numbers in the labour force increased twice as fast as those of men. Yet, the proportions vary by race. In the case of America, African – American women have had a long history of high work force participation rates, and those increased only modestly after World War II. Women will continue to make up an ever growing share of the workforce by the turn of 20<sup>th</sup> century.

When western society was industrialized in the early nineteenth century, the work place became separated from the home –men went off to work and women stayed at home to be caregivers of children. When women first returned to paid employment in increasing number and participation in the labour force is now a fact of life. Questions about how women and men can compromise work with family responsibility and other multidimensional expectations (Jane B brooks,1994;225) as a result of the increased



female participation in the labor market, family roles were necessary redefined. The traditional picture of the male breadwinner who is conspicuously absent from the family and the wife with little social status but balancing the household responsibilities weak. Modern relationships are redefining as to concerning who runs the errands and how much household responsibilities are managed by each partner (Lovisville, 1984:4).

Following a relative improvement in the areas of education, societal consciousness, feminist movement, increased exposure to information etc. are enable the women to engage in paid works. This in turn create a favorable condition for a dual earner life style. The increased number of dual earner parents not only bring the positive outcome for them but some challenges and problems which have got the power of distorting structure of the family and the society (Ibid: 5).

## 1.2 Statement of the problem

Though a period of time women ability of income earning create a favorable condition for the expansion of two income families or dual earner parents. The engagement of the couples as a dual earner resulted from the expanded educational opportunity for women ,change in societal attitude toward women to some extent, and the increasing job opportunities for them (Jonathon, 1984:70). As and rapport dual earner couples is one in which both heads of the households pursue and at the same time maintain a family life together (Ibid). in relation to this ,other works of Johnson ,tusel and Kaplan discuss the characteristics of that implies in this life style, including higher economic rewards societal prestige and personal investment of time and energy on the part of both partners'(I bid;79)

More and more families are affected by the conflict between work and family responsibilities. From the ecological perspectives, individual are members of two micro systems-family and work .These micro systems interact through the work family meso systems .The influence or spillover can be either positive or negative and can occur from work to family or vice versa (Word,2002:261) .

The qualities associated with the role as wife mother that is, nurturance, emotionality, responsiveness to people rather than idea, are seen to be incompatible with qualities associated with success in the occupation sphere that is independence rationality and

assertiveness. For the most part men are not socialized or educated to fill roles calling for skills in child rearing or home making which resulted from the equal sharing of domestic activities.

As Rapport and Rapport studies, ten years ago the barrier was in work place, now the bottle neck is in the home and society (Jhonaton,1984;73) Many of the literatures on this topic show that the different workers give emphasize on the advantage that driven from being a dual earner couples.

This is to mean that the problems and challenges plus the way how the couples cope from different dimensions was not studied. So further research needed .considering this fact I want to identify the problems and challenges that a dual earner couples encounter thereby forwarding the possible coping strategies that the previous research works not covered .I will go through the process of identifying the problem that a dual earner couples face based on different mechanisms by selecting one sub city in Addis Ababa particularly kebele 171/17 as sample on the ground of its resourcefulness of respondents.

## 1.2.1 Research Questions

1. What are the type of the problems that a dual earner parents face?
2. What are the cause of the problems that a dual earner parents face?
3. Who has the power of making decisions on major family related issues in dual earner family?

## **1.3 Objectives of the study**

### **General objectives**

.To assess the problem that dual earner parents encounter taking the case of dual earner parents in Bole sub city. Kebele 17/17

### **Specific objectives**

- To find out the type of the problem that a dual earner parents encounter
- To find out the cause of the problem that a dual earner parents encounter
- To examine the power of making decision on major family related issues dual earner family

## **1.4 Significance of the study**

It is highly believed that this study will have great importance in terms of displaying the ongoing difficulties among dual earner families and their social environment that will help as a source of document for those investigators who want to make further study on the area. Which can be taken as alternative coping mechanisms for the existing problem among dual earner parents.

## 1.5 Scope of the study

The study will be conducted in the City of Addis Ababa in Bole sub city particularly in kebele 17/17 .The availability of enough participants who are dual earner parents in the kebele will help the researcher to study the problem in conveniently .

## 1.7 Research Methodology

### 1.7.1 Background of the Study Area

The research will be conducted in the Addis Ababa. The particular place where the study conducted is in Bole sub city kebele 17/17. The rationale behind choosing the given Keble is the availability of enough participants that with the investigation of the researcher.

### 1.7.2 Study Design

Due to time and financial constraints, , the study will be conducted by cross –sectional design .the researcher choose this method because it enable to collect data on the ground of once contact with respondents'. In turn this method makes the study descriptive type. Descriptive research is a type of research which provides a pictorial representation of accounts. Which answer questions like what and how forms.

### 1.7.3 Study Population

The study population of the given area is 3375, which is the total number of Keble 17/17 residents. Then the study will be conducted primarily in the given Keble by taking the total population number as a sampling frame.

## 1.7.4 Sampling Technique

The sampling techniques that will use by the researcher is non probability, specifically purposive /judgmental sampling. Since from the given area i.e., kebele 17/17 the dual earner parents selected purposively who are significant for the study. Also the lacks of registered dual earner parents in the kebele certainly persuade the researcher to use purposive sampling to select purposively. The selection of qualified respondents from the study area and the above mentioned reasons make the sampling technique purposive.

## 1.7.5 Sampling size

The sampling size which has to be taken from the total number of population will be 100 working mother and father. These samples selects from the particular kebele based on the representativeness in line with ethics of the profession plus on the relevance of investigating the intended study briefly.

## 1.7.6 Sampling procedure

Before under taking the research, legal recognition is needed both from the university administration and the local authorities to get the willingness of the respondents and to make the study legal. Then in accordance with the sampling procedure the samples



taken from the total number of population purposively. From the total number of 1375, the researcher will take sample of 200 respondents from the given study area.

### **1.7.7 Data collection instruments**

In order to collect data from the respondents the researcher will use structured interview/schedule interview. Personal observation and documentary sources. That method of data collection will enables the researcher to collect/gather both primary and secondary types of data.

### **1.7.8 Data Analysis**

After the necessary data gathered by using both primary and secondary methods such as document review, they will be organized so that the researchers can assure the comprehensiveness of respondents' response. Finally those consistent data will analyze in a descriptive manner using both qualitative and quantitative methods. Table will be used as a main mechanism for data analysis.

### **1.7.9 Ethical Consideration**

In the processes of data collection the willingness of the respondents will be asked in order to provide information and to consider the confidentialities of them. Then, the aim and objectives of the research will explain which enables the respondents to provide information in confidence. The data taken from the respondents are only used for

analysis purpose not for the purpose of exposing their secrets .Also one must be in a full trust that there was no unpleasant between respondents and the data collector.

#### **1.7.10 Definition of Terms**

**Dual earner parents** – parents in which both wife's and husband have the means to generate income

**Family** –A social institution that unites individual into cooperative groups that oversee the bearing and rising of children as main function

**Gender** – socially approved ways of behaving as males and females in the society

**Conventional role** – the role in families in which fathers as breadwinners and mothers as a domestic servant

**SEX**—a biological deviation of human beings as male and female or the appearances of genitals .

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## Research work Plan and Budget

### A) Work plan

	Activities	Time Table							
		2013		2014					
		Sept- Oct	Nov- Dec	Jan.	Feb	Mar.	Apr.	May	June
I	Preparatory Works								
	▪ Literature Review	X							
	▪ Preliminary Proposal Writing	x							
	▪ Final proposal writing	x							

	<ul style="list-style-type: none"> <li>▪ Questionnaire preparation and translation</li> </ul>		x					
	<ul style="list-style-type: none"> <li>▪ Introducing Objectives of the study to Kebele officials and the human service agency (CBO)</li> </ul>			x				
	<ul style="list-style-type: none"> <li>▪ Orientation to enumerators</li> </ul>			x				
	<ul style="list-style-type: none"> <li>▪ Identification of Respondents</li> </ul>			x				
	<ul style="list-style-type: none"> <li>▪ Pre-testing the questionnaire</li> </ul>			x				
	<ul style="list-style-type: none"> <li>▪ Revision and Duplication of the questionnaire</li> </ul>			x				
<b>II</b>	<b>Data Collection</b>				x			

	<ul style="list-style-type: none"> <li>Collection of the information/ interviewing, focus group discussion, and observation /</li> </ul>				x				
--	--	--	--	--	---	--	--	--	--

Phase	Activities (continued...)	Time Table							
		2006		2007					
		Sept- Oct	Nov- Dec	Jan.	Feb	Mar.	Apr.	May	June
	<ul style="list-style-type: none"> <li>Processing of the data (editing, coding and tabulation</li> </ul>					x			
III	Report to the Advisor					x			
IV	Writing & submission Reports					x			

	▪ 1 <sup>st</sup> draft of the Report						x		
	▪ Discuss with the advisor on the Draft Report						x		
	▪ Finalize the report as per the recommendation of the advisor						x		
V	Submission of the final thesis						x		

**B) Financial Requirement (in Birr)**

No	Expenditure headings	Computation	Sum	Remark
1				



2	Print , Photo Copy and Binding	<p style="text-align: center;"><b>Print</b></p> <ul style="list-style-type: none"> <li>• Draft proposal, 16 pages x 1.5 + Final Proposal 15 pagesx1.5</li> <li>• Draft thesis, 80 pages(including appendices ) x1.5 + Final Thesis, 80 pages(including appendices) x 1.5</li> </ul> <p style="text-align: center;"><b>Photocopy</b></p> <ul style="list-style-type: none"> <li>• Questionnaire(structured and unstructured) at average having 6 pages</li> <li>• Thesis Draft , 80 pages x 0.50 cents</li> <li>Final , 80 pages x2 copies x 0.50</li> <li>Binding, 2 copies x 30.00</li> </ul>	<p style="text-align: right;">45..00</p> <p style="text-align: right;">340.00</p> <p style="text-align: right;">40</p> <p style="text-align: right;">80.00</p> <p style="text-align: right;">60</p>	

		<ul style="list-style-type: none"> <li>▪ Various document necessary for the study, 300 pages x 0.50</li> </ul>	150.00	
			96.00	
			125.00	
			60.00	
	Field Equipment	Tape recorder 750.00  6 Audio Cassettes x 5.00  12 dry cell (Energizer) x 5	786.00	
3	Stationery	2 note books x 20  4 pen x 5  6 pencils x .2	27.00	
		Total	3,188.00	
	Contingency	5% of the total	200	

			<b>Grand Total</b>	<b>3500.00</b>