

An Exploratory Study of Parenting and Career Management among Women in Babcock University and Lead City University, Southwest Nigeria

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Abstract. Parenting is an art that is quite loving and rewarding. The ability that entails close monitoring of a child's growth, spiritually, physically, emotionally and wellbeing right from conception. Parenting can only be achieved in a stable and nurturing environment, a place that can be called a home. Parenting brings a strong bond between a child and her father and mother but often, generally in Africa and Nigeria in particular, mothers seem to be more involved in nurturing than fathers. However, consequent on the search for greener pasture by women in order to support their husbands in the home front or to take care of her children, combining parenting with career comes into a conflict which if not managed well, a woman feels unfulfilled in parenting and seen as uncommitted employee to the organisation where she works. With the adoption of role strain theory, this paper tends to; i. investigate the reasons women pursue a career alongside parenting; ii. Identify challenges women face when pursuing a career; iii explores policies and personal options available for work-life balance in Nigeria with Babcock University and Lead City University as a study for public view. With the use of exploratory research design, the researcher surveyed both Babcock University and Lead city University employees to elicit appropriate responses. 100 respondents were, however, administered questionnaire using convenient sampling technique. Descriptive Statistical was carried out on the data collected and the results presented using tables and simple percentages. Some of the significant findings were that stress loads could be quite high amongst working mothers and these may often reflect in their relationships at home most of the time, women pursuing their career with parenting are subjected to scrutiny and criticism, maternity and parental leave duration is not satisfactory, inter alia. The paper submits that for women to overcome the conflict that comes up as a result of juggling parenting and career,

there is the need for women to be proactive in coping with both parenting and career, the organisational policies besides need to be flexible when necessary and gender sensitive.

Keywords: Woman, Parenting, Career, Management, Private Universities, and Nigeria

1. Introduction

Man and Woman God created them in order to procreate and nurture their younger ones, inter alia. Parenting is as old as humanity — a lifetime responsibility for both father and mother. Art of parenting starts from when a woman conceives and seems to be an endless career until old age. In Africa, beginning from the pre-colonial era, women have been hardworking and ingenious (Selfgrowth.com, 2012).

Although they were found mainly in the informal sector without much access to fund (G. U. Ntiwunka and R. O . Iyanda, 2017). During the pre-colonial era, women have always been active in social and economic activities while nurturing their children. Although, this seems to be more of home domestication except in an exceptional case where women involved in long-distance trading take their sucking child along and leave the young ones at home with relatives or friends. Falola(2018)

According to Amuchieazi (1991), 'women engaged themselves in income gathering activities of various types which include processing of palm oil and garri, soap making, weaving, sewing and pottery. They were engaged mainly in food crop production, animal husbandry, food processing and its distribution.' All of these were done together with procreation and home management in Africa generally and southwest in particular.

Southwest women are so industrious while nurturing her offspring; she is also engaged in domesticated occupation and long distant trading. Career management comes in here, when she leaves her child with her relative and friends and travel far in order to sell or buy essentials needs to meet the needs of her family (Falola,2018).

The lives of women, the relationships that they establish, their style of parenting, their type of work/career and desire for development in the society keeps changing in the past five to six decades. In search of greener pasture, south-western women ventured into formal or professional jobs for survival, lack of job opportunities for the man, self-actualisation among many other reasons. This has eaten deep into the time devoted to nurturing offspring at home. Both men and women are faced with this challenge; however, women are affected most (Dickson, 2012, p. 218) because it is not easy juggling work with family life in order to ensure that justice is done to each without neglecting any of the two. Consequent on this is the need for career management.

What is a career? Career has been defined from different perspectives, which made the concept to lack conceptual clarification. During the time of Parsons (1909) Career has been referred to as vocation and occupation. These terms have been used synonymously (McDaniels and Gysbers,1992). However, Super (1976) defined it as the sequence of major positions occupied by a person throughout his pre-occupational, occupational and post -vocational activities and other life roles and context. This definition submits that a career is not only restricted to formal occupation but also include informal and Menial jobs (Wendy Patton and Mary McMahon, 2014, p. 4).

Hence, a career within the context of this paper can be referred to as a series of jobs like education and unpaid work experiences, such as volunteer opportunities which include, caregivers, janitors, nannies, farm labourers, security guards and many other. Since career is undertaken for survival, to acquire self-actualisation among other things, it is thus, vital for a woman in parenting to manage both wisely. Therefore, the paper focus on the following research objectives which include i. to investigate the reasons women pursue career alongside parenting; ii.to identify challenges women face when pursuing a career; and iii, to explore policies and personal options available for women wishing to balance career and parenting demands.

This research work is exploratory in order to provide only the opportunity to observe the phenomenon in question and to discover the possible explanation. It is mainly to know public view on the subject matter and not to compare Institutions. The methodology for gathering data includes both quantitative and qualitative method. This includes the use of questionnaire and extant literature. This paper, therefore, focuses on women in parenting and career in Africa, Challenges in parenting and work life in both Universities under study, Methodology, theoretical framework, Results, Conclusion and Recommendation.

1.1 Methodology

This study relied on both primary and secondary sources of data. The primary data were gathered through the administration of question to 100 respondents from both Babcock University and Lead city University employees, using convenient sampling technique while 96 questionnaires were retrieved. The convenient sampling method was chosen for easy access to choosing respondents. The secondary sources of data were from extant literature in books, journal, articles and Internet. Descriptive Statistical was carried out on the data collected and the results presented using tables and simple percentages.

2. Theoretical Framework

Role Strain Theory: Williams J. Goode, A sociologist propounded role strain theory. The theory holds that 'people take a clue about what their roles are and how they need to perform these roles from;(i) the people they are directly connected to in their social network (ii)broader expectations of their role and how they perform it' (Goode, 1960).Role Strain or Role Pressure arises when there is a conflict in the demands of roles when an individual does not agree with the assessment of others concerning his or her performance or not accepting roles beyond his or her capacity. It simply means having difficulty meeting the responsibilities of a particular role in one's life. Role strain is not role-specific but the myriad; it is the difficulty that arises when performing the role, due to a person role system over demanding (Van der Horst, 2016). Classical gender theories are becoming obsolete about their streamlined focus on gender issues and studies in the face of complexities and globalization; this is why this paper adopts the role strain theory.

Babcock University and Lead City University female employee are combating with the stress of parenting,

career and fulfilling the ascribed roles by the society which is resulting in role strain in ascription and performance. Female employees play an active role as an individual in their homes as well as their places of work; however, an individual-level approach to understanding their role overlooks important social reality women juggling parenting and career are embedded in and constrained by social structure roles. In this paper, the authors are underlining the current phase of pressure or strain female employees encounter while performing their multiple roles in career pursuit and parenting.

3. Women in Parenting and Career Management

In Africa, fathers and mothers are involved in parenting. Each of them has significant roles to play in the life of a child as he or she grows. However, it is believed that a mother is the first contact of a child because she carries her in her womb for 9 months and suckles her. This brings a strong physical and emotional attachment between a child and her mother. Alao, 2012:218 states that in children when very young remain with their mother, who would look after them until they reach a given age. A woman in Africa is endowed with the primary responsibility of her child's well being. She is referred to as a child bearer, housewife, farmer, and breadwinner (Mojekwu-Chikezie, 2012).

A woman starts parenting right from when she is pregnant until her lifetime. This was affirmed by (Dickson, 2012, p. 280) that 'parenting involves processes which sometimes continue for many decades'. It is a lifelong experience for a woman, a process that evolves vital round activities like the provision of safe, secure and nurturing environment for a child.

Parenting in Africa generally and Southwest in particular, requires flexibility to meet the unique needs of individual children, firmness to set needed limits and to live a sacrificial life (The Center at Western Queens, nd; Mill, 2015). Perhaps the main reason why a woman in the parlance of the Yorubas, Southwest Nigeria, is referred to as 'Iya ni wura Iye bi ye ti a ko le fowora' meaning a mother is a rear gem/gold that can never be bought with money. Many Unique proverbs in different African countries express how important a mother is to her child. For instance, a proverb in Cameroon states that 'Even if a baby seems unpleasant to look at, his mother never refuses him' meaning others may reject her child but the mother will never. Also in Congo, Mother is referred to as a kernel, crushed by problems but

strong enough to overcome them. To Malawian, a mother is "God number two". (African-proverbs-about-mothers). It shows the value a mother has for her child to live a sacrificial life for her.

African women have lots of traits in common when in parenting. The World Moms' Network (2012) posits that nurturing of offspring unites African women in many ways despite our differences in culture, tribes and languages.

You Know you are an African mother when; the temperature dips 20 degrees Celsius, and you dress your kids in to layers of clothing to protect them from the cold; you find yourselves giving your kid "the look" which your mom used to give you when you were misbehaving in public; you refuse to give anything cold to your child and will heat everything before serving it to your child; Breastfeeding in the public is the absolute norms, carrying your child on your back is your way of life; you are longer known by your name but the name of your first child's name; the willingness to make endless sacrifices for your child, to ensure they have food in their bellies, roof over their heads and their school fees paid.

The above-stated expressions form the basis why Southwest, Nigeria women are yet in search of greener pasture in order to be the best they could be at home and at work. Maathai, (2004, Indrani, 2015) established that "women are responsible for their children, they cannot sit back, waste time and see them starve." They go the extra mile to ensure the safety of their children in every ramification of life.

It is believed that a child does not belong to his family alone but also belongs to the society. The role placed by relatives and friends in nurturing a child in Southwest, Nigeria helped in career management for women. Relatives and friends act as caregivers of children whose mother needed help in other to be engaged in an occupation like processing of food, farming or trader who travels on a long distance journey. (Wanjohi, 2013).

Extended family and family friends were and are still powerful tools in parenting in Africa. They provide emotional, economic, social and security needs to such child, and this helps a mother to pursue her work either professional or menial jobs while parenting. The extended family members may or may not leave with the nuclear family to perform this kinship caretaker role. (Amos, 2013).

However, as a result of economic regression, women needed to sustain the welfare of the family and extended family when need arise. Dickson (2012:281) posits that the need for survival and

women seeking liberation has led to a paradigm shift, in that women not only manages the home but she also fends for her children as well. Extended families are still active in fostering children but not like in the olden days.

Women, unlike before now work in public places, acquire an educational qualification, work harder in order to earn more and to ensure the survival and sustenance of their families. As a result of this, there is a conflict between parenting and career to the extent that mothers are overstretched and approach parenting tiredly. These have made many women in contemporary times to leave their children in the hands of a nanny or take them to crèche or daycare. (Amos, 2013); (Dickson, 2012) in order to manage their career. Insipite of this, women are still combating with the conflict that comes up as a result of juggling parenting with career.

3.1 Challenges of Parenting and the Pursuit Career: Women Experience

Motherhood confers upon a woman the responsibility of nurturing, caring and raising the children appropriately. Hence, joggling between parenting and pursuing a career can be a daunting task in the world where socio-cultural challenges and obligations leave them at the mercy of various discriminating elements or tendencies. It takes a courageous woman, selfless, determined and audacious one to achieve a giant stride while pursuing excellence from obscurity to limelight. Without mincing words, women had faced and continue to experience different obstacles in the bids to achieving their dream. Generally, these challenges are multifaceted and multidimensional. The rush of married women into the workforce runs against traditional thinking that women must choose between family and career. Many observers condemned working mothers as selfish, unnatural and even dangerous to their children and society (Wilson, 2006, Indrani, 2015). It complained that the rise in juvenile delinquency could also be attributed to women who are working mothers; there is also the tendency to label women as over-ambitious, defiance to tradition and cultural requirements.

Sometimes, women feel the need to be everything to everyone; where various forces pull into a different direction. Moreover, the question of ones' self-sufficiency arises, and whether one is doing enough to satisfy children, husband, workplace and boss, often more than not. A woman can give up her dream when she lacks cooperative and collaborative efforts in combining these responsibilities (Gimmeson, 2017). In a survey conducted by Bpas.org (British

Pregnant Advisory Service) which indicated that, the responsibilities of caring for children are still largely on women, 79.4% of the survey agreed on this proposition and stated that the demands of being a career women and paid employee cum other pressure on mothers is a growing concern among women. Since most parental perfection is constantly intensifying, and with mothers in particular expected to devote an ever-increasing amount of their time, energy and financial resources in their children regardless of personal cost and consequences of additional pressure, 71.3% of women surveyed raises concern on meeting these exceptional standards and obligation, hence fearful of starting a family. (<https://www.bpas.org/>)

Since we live in a so-called 'male dominant society', where often, housework is considered the woman's domain, working woman shoulder additional responsibility of the workplace as well and their domestic front. Most times, women are tagged with names when they cannot meet up adequately with either of the responsibility. (Falola, 2018: 526) Children become delinquent, and the woman is deprived of promotion and rightful place because the man is considered more-hard working. Another challenge of parenting and pursing career is that stress loads can be quite high amongst working mothers and these may often reflect in their relationships at home. She is stressed to reach work on time, to send her child to school and to reach all the children's deadlines on time including food and dress, and she is also pressed for time to look after her home simultaneously. (Mojekwu-Chikezie, 2012) .

Unexpected sickness of children is a calamity that can be difficult to handle. There often is a need to use and avail of unpaid leave and unexpected absences from work. Few employers in Nigeria would consider the need for sudden leave requirements in women with young children. Even in double-income families, it is still the woman who is expected to take care of a sick child (Better Health Channel, 2008; Lin and Burgard (2018)

Sexual relationships can also be quite strained in working mothers. Much of it can be attributed to lack of time and fatigue, especially where both partners have long working hours. Nutritional requirements may be neglected in the quest to complete and meet all targets at home as well as at work (Finn, 2000; Belson&Lyubomirsky, 2015). These women, whom Finn calls Everyday Heroes, use everything from the dashboard to the desktop as a dining table. The result is a fantastic variety of nutritional deficiencies,

ranging from iron and vitamins to proteins. Despite confiding in their physicians, many do not get the support they need.

Most of the time women pursuing their career with parenting are subjected to scrutiny and criticism (Heilman and Okimoto, 2008), especially when the belief is centred around more financial satisfaction or better living. Globally, parenthood changes how both men and women are viewed in terms of expected work focus, especially producing expectations of undependability. There are possible heightened associations with gender stereotypes that occur when

women are mothers; this may lead to heightened performance expectations that predispose greater negativity to be directed at mothers than at non-mothers when career advancement decisions are made (Heilman and Okimoto, 2008; Indrani, 2015). They also noted that employment bias occurred against mothers irrespective of whether they were students or working people, and that women suffer certain disadvantages when at the workplace, a problem that has been called the Maternal Wall by Williams (Heilman and Okimoto, 2008; Williams, 2001). These and many more are the challenges women face when working alongside parenting.

4. Data Analysis and Discussion on Demographic Characteristics of Respondents

Table 1: Gender, Education, Job Specification of the Respondents both at Babcock University Ilishan and Lead City University Ibadan, Nigeria

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	32	33.3	33.3	33.3
Valid Female	64	66.7	66.7	100.0
Total	96	100.0	100.0	
Education				
O level	3	3.1	3.1	3.1
National Diploma	2	2.1	2.1	5.2
HND	15	15.6	15.6	20.8
Valid B.Sc.	28	29.2	29.2	50.0
M.SC	23	24.0	24.0	74.0
PhD	22	22.9	22.9	96.9
Others	3	3.1	3.1	100.0
Total	96	100.0	100.0	
Job Specification				
Janitor	5	5.2	5.2	5.2
Secretary	11	11.5	11.5	16.7
Teacher	50	52.1	52.1	68.8
Valid Security	7	7.3	7.3	76.0
Administrative	13	13.5	13.5	89.6
Others	10	10.4	10.4	100.0
Total	96	100.0	100.0	

Source: Field Survey 2017

100 questionnaires were administered but the ninety six questionnaires recovered from the field, only 32 respondents representing the male folks while the remaining 64% represent the female folk.

From Education Sector, only three (3) respondents representing 3.1% had O level while the other respondents represent National Diploma is 2 representing 2.1%. Also, Higher National Diploma experience 15 respondents representing 15.6% while another 28 respondents representing 29.2 falls within the B.Sc. Hons category of holders. Another 22 and 23 respondents representing 24% and 22.9 % falls within those that bagged M.sc and PhD respectively. Another three respondents representing 3.1% falls within the categories of respondents that was within others.

Job specifications of respondents within the academic community under investigation were as follows; 5 and 11 respondents representing 5.2% and 11.5% belong to janitor and security section while 7 and another 13 representing 7.3% and 13.5% belong to security and administrative sector. Also, another 50 and 10 respondents representing 52.1% and 10.4% respectively falls within the teaching staff group while the remaining falls within others. The above percentage shows that more than half of the respondents under consideration fall within the academic staff category.

Research Question 1: Why women pursue career alongside parenting?
TABLE 2: Universities under consideration and why women pursue Career alongside Parenting

Table 2 below shows the demographic characteristics of the respondents from each of the universities under consideration and their respective percentages as well as some other pertinent questions on why women pursue career alongside parenting. 50 respondents representing 52.08% were from Babcock University while the remaining 46 respondents representing 47.91% were from Lead City University.

Total number of respondents under consideration for each category in table 2 is as follows: 83 respondents representing 95.8% strongly agreed and agree that they have interest in their chosen career while 1 respondent representing 1% of the population under study strongly disagreed. 1 respondent was undecided while 2 other respondents were neutral. In a similar manner, 81 respondents representing 84.4% strongly agreed and agreed that they were working to take responsibility of their children while another 3 and 5 respondents representing 3.1% and 5.2% respectively were undecided and neutral on whether they were working to take responsibility of their children or not. The remaining 7 respondents representing 7.3% of the population under study strongly disagreed and disagree with the above stated statement that the women were working to take responsibility of their children.

Also, 92 respondents representing 95.8% of the population under study agreed and strongly agreed that they were working to support their family financially while another 1 and 2 respondents representing 1% and 2.1% respectively were Undecided and Neutral on whether they are working to support their family or not. The remaining 1 respondent representing 1% strongly disagreed and disagreed that she doesn't work to support her family.

Out of the population under study, 79 respondents representing 82.3% strongly agreed and agreed that they were working so as to have self-esteem while another 4 and 5 respondents representing 4.2 and 5.2% respectively were undecided and neutral on the reason why they work. The remaining 8 respondents representing 8.4% strongly disagreed and disagreed that they were not working to have self-esteem. Of the analysis stated above, it's obvious that majority of the respondents under the study worked to have self-esteem while others do not.

Babcock University	50	52.08	52.08	52.08
Valid Lead city University	46	47.91	47.91	
Total	96	99.99	99.99	99.99
Interest in the chosen career				
Strongly Agree	49	51.0	51.0	51.0
Agree	43	44.8	44.8	95.8
Undecided	1	1.0	1.0	96.8
Neutral	2	2.1	2.1	98.9
Disagree	1	1.0	1.0	
Strongly Disagree				
Total	96	99.9	99.9	99.9
Working to take responsibility of my children's welfare				
Strongly Agree	38	39.6	39.6	39.6
Agree	43	44.8	44.8	84.4
Undecided	3	3.1	3.1	87.5
Neutral	5	5.2	5.2	92.7
Disagree	5	5.2	5.2	97.9
Strongly Disagree	2	2.1	2.1	
Total	96	100.0	100.0	100.0
To support my family financially				
Strongly Agree				
Agree	51	53.1	53.1	53.1
Undecided	41	42.7	42.7	95.8
Neutral	1	1.0	1.0	96.8
Disagree	2	2.1	2.1	99.0
Strongly Disagree	1	1.0	1.0	
Total	96	100.0	100.0	100.0
To have self esteem				
Strongly Agree	45	46.9	46.9	46.9
Agree	34	35.4	35.4	82.3
Undecided	4	4.2	4.2	86.5
Neutral	5	5.2	5.2	91.7
Disagree	6	6.3	6.3	97.9
Strongly Disagree	2	2.1	2.1	
Total	96	100.0	100.0	100.0

Source: Field Survey 2017

Research Question 2: What are the challenges women in parenting face when pursuing career?

From table 3 below, 83 respondents representing 86.5% strongly agree and agree that overtime spent at work affects their performing parental role at home while another 2 and 7 respondents representing 2.1% and 7.2 were undecided and neutral whether overtime do affect them in performing their parental obligations or not. The remaining 4 respondents representing 4.2 % disagree and strongly disagree with the statement that they were not disturbed even when having overtime added schedule.

Also, 50 respondents representing 52.1% strongly agree and agree that work life alongside parenting negatively affects parents-children relationship while another 32 respondents representing 33.4%disagree and strongly disagree with the statement. Another 14 respondents representing 14.6% were undecided and neutral whether work life alongside parenting negatively affects parents-children relationship. From the above analysis, it has been deduced that work life alongside parenting negatively affects parents-children relationship.

Furthermore, 58 respondents representing 60.4% strongly agree and agree that their job is flexible enough to meet the needs of both their work and parenting while another 24 respondents representing 25 %disagree and strongly disagree with the statement. The remaining 14 respondents representing 14.6 % were undecided and neutral because they were not sure whether their jobs are flexible enough to meet the needs of both their work and parenting.

TABLE 3: What are the challenges women in parenting face when pursuing career?

	Frequency	Percent	Valid Percent	Cumulative Percent
Overtime spent at work affect parental role at home				
Strongly Agree	54	56.3	56.3	56.3
Agree	29	30.2	30.2	86.5
Undecided	2	2.1	2.1	88.6
Neutral	7	7.3	7.3	95.9
Disagree	4	4.2	4.2	
Strongly disagree				
Total	96	100.0	100.0	100.0
Work life alongside parenting negatively affects parents-children relationship.				
Strongly Agree	17	17.7	17.7	
Agree	33	34.4	34.4	17.7
Undecided	6	6.3	6.3	52.1
Neutral	8	8.3	8.3	58.3
Disagree	28	29.2	29.2	66.7
Strongly disagree	4	4.2	4.2	95.8
Total	96	100.0	100.0	100.0
My job is flexible enough to meet the needs of both my work and parenting				
Strongly Agree	22	22.9	22.9	22.9
Agree	36	37.5	37.5	60.4
Undecided	8	8.3	8.3	68.8
Neutral	6	6.3	6.3	75.0
Disagree	19	19.8	19.8	94.8
Strongly disagree	5	5.2	5.2	100.0
Total	96	100.0	100.0	
Surrounding one with good people who can take care of one's kids when at work.				
Strongly Agree	19	19.8	19.8	19.8
Agree	50	52.1	52.1	71.9
Undecided	6	6.3	6.3	78.1
Neutral	4	4.2	4.2	82.3
Disagree	17	17.7	17.7	
Strongly disagree				
Total	96	100.0	100.0	100.0
I do not enjoy working and Parenting				
Yes	23	24.0	24.0	
Valid No	73	76.0	76.0	24.0
Total	96	100.0	100.0	100.0

Source: Field Survey 2017

Another 69 respondents representing 71.9% strongly agree and agree that surrounding one with good people who can take care of one's kids when at work makes women in parenting and career a work over while another 6 and 4 respondents representing 6.3% and 4.2 % respectively were undecided and neutral whether surrounding one with good people who can take care of one's kids when at work is good or not. The remaining 17 respondents representing 17.7% disagree and strongly disagree with the statement that it is not possible to get good people who can take care of one's kids even when at work.

Also, 23 respondents representing 24% strongly agree and agree that they do enjoy working and parenting while the remaining 73 respondents representing 76% disagree and strongly disagree that they enjoy working with parenting. This might not be unconnected with the problems and the challenges faced by women who engaged in parenting and career management at the same time.

Table 4: Shows the way forward out of the predicaments been witnessed by women in parenting and career management.

	Frequency	Percent	Valid Percent	Cumulative Percent
Working Mother's Children have health challenges				
Strongly Agree	15	15.6	56.3	56.3
Agree	20	20.8	20.8	36.5
Undecided	9	9.4	9.4	45.8
Neutral	4	4.2	4.2	50.0
Disagree	33	34.4	34.4	84.4
Strongly disagree	15	15.6	15.6	
Total	96	100.0	100.0	100.0
Maternity & Parental leave duration is Satisfactory				
Strongly Agree	21	21.9	21.9	21.9
Agree	31	32.3	32.3	54.2
Undecided	6	6.3	6.3	60.4
Neutral	6	6.3	6.3	66.7
Disagree	25	26.0	26.0	92.7
Strongly disagree	7	7.3	7.3	
Total	96	100.0	100.0	100.0
Finding quality child care center that has flexible working hours				
Strongly Agree	27	28.1	28.1	28.1
Agree	54	56.3	56.3	84.4
Undecided	1	1.0	1.0	85.4
Neutral	6	6.3	6.3	91.7
Disagree	8	8.3	8.3	
Strongly disagree				
Total	96	100.0	100.0	100.0

Source: Field Survey 2017

Table 4 shows the statistics of respondents on whether or not working mother's children have health challenges or not. 35 respondents representing 36.4 % strongly agree and agree that working mother's children do have healthy challenges while another 9 and 4 respondents representing 9.4% and 4.2 % respectively were undecided and neutral whether working mothers' children do have healthy challenges or not. The remaining 48 respondents representing 50% disagree and strongly disagree with the statement that working mother's children have health challenges. From the above analysis, 50% of the population under study does not believe that working mother's children have healthy challenges.

Also, 52 respondents representing 54.3% strongly agree and agree that maternity and parental leave duration is satisfactory while another 6 and 6 respondents representing 6.3% and 6.3% were undecided and neutral whether the maternity and parental leave duration is satisfactory or not. The remaining 32 respondents representing 33.3% disagree and strongly disagree that Maternity and parental leave duration is not satisfactory. This might not be unconnected with the level of their exposure with the international communities where the women were given like six month or one year maternity leave

so as to be able to take care of their children very well.

In a similar manner, respondents were asked on whether finding quality child care center that has flexible working hours would be of help to women in parenting and career management or not. 81 respondents representing 84.4% strongly agree and agree that finding quality child care center that has flexible working hours would be of help to women in parenting and career management while another 1% and 6% respectively were undecided and neutral about the above statement. The remaining 8 respondents representing 8.3% strongly disagree and disagree that finding quality child care center that has flexible working hours would be of help to women in parenting and career management. From the above analysis, it is obvious that finding quality child care center that has flexible working hours would be of immense benefits to helping women in parenting and career management achieve their desire aim of reaching the peak of their career like their male counterparts.

5. Conclusion

The paper explores work-life balance among women in both Babcock University and Lead City University, Southwest Nigeria and the problem surrounding it. This research was carried out using role strain theory with the support of non-probability sampling, which included convenient sampling technique to gather responses from respondents. It was established that there lots of challenges women face which had been protracted and this is in the issue of a well-equipped crèche facility and flexibility of employers policies to ensure that women do not go through rigours in combining the two crucial things in their lives which include career and parenting. The paper concluded that what women yearn for among many other needs are yet unmet. There is a need for the following needs to be met:

The first thing to be a driving force for a woman in parenting while pursuing career should be; to be a role model to her children whether male or female, that they can get through life difficulties even when they feel it is impossible to overcome. The place of prayer should not be forgotten no matter how tight the parents' schedule may be.

Secondly, the government should look into the duration of maternity leave and extend it to 6 months or a year, and it should be enforced in both public and private institutions. This is to encourage exclusive breastfeeding for the child in order to have

high immunity before been taken to crèche because not all nursing mothers can pump milk in the feeding bottle for use when off to work because it depends on how they lactate. This is important if we desire a healthy society. Also, there should be a well-equipped near cite crèche for nursing mothers to see how their babies are faring, at least 30minutes twice in a day while at work as stated in the Nigerian Labour Law of 1990. Chapter 198, Part III Section 54.

Thirdly, the Workload of nursing mothers should be reduced. They should not resume early and should not leave their workplace late so that they can play their parental role as well. Moreover, for mothers not nursing a child, overtime should not be enforced. Where the need arises, the woman should be allowed to have a break in order to play her parental role before resuming for the overtime schedule. This is the main reason why both public and private organizations should create a parent-friendly environment for their employees and flexible policies on paternity leave should be adopted.

The Fourth points, if not a single parent, spouse (husbands) should not be guest in his or her own home. They should help around the house with routine chores, kids' homework, as some men are already actively involved. In a situation where, as a result of a busy schedule for the husband, he should outsource for his wife and child/ children.

The fifth point; Government should inculcate in the school curriculum, vocational training, right from primary school so that when they are of age, they can decide to set up their own business and not have to face challenges involved in parenting while working as an employee.

Finally, after some of those needs women desire in order to cope with work-life balance had been stated, it has become imperatives that measures be put in place in order to checkmate both employer and employee in order to ensure compliance.

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