

## IMPACT OF MOTHERHOOD ON THE CAREER OF WOMEN IN CROATIA



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### ABSTRACT

In the 20th century, there was a significant increase in the number of women actively participating in the labour force, which resulted in one of the most revolutionary economic and social transformations of the century. This transformation was brought about as a direct result of the rise in the wage gap between men and women. In more industrialized nations, males have progressively taken on the traditional position of earner, while women have increasingly taken on the role of caretaker of the family. This growth in the number of women who are participating in the labour force has been accompanied by an increase in the average level of education and credentials held by working women. For example, according to some recent figures for the European Union, in 2016, over 44% of women (aged 30-34) had a postsecondary degree or above, whilst only 34% of males possessed that level of education. This difference in educational attainment was seen throughout all age groups (European Commission, 2017). The employment rates of women in the European Union are still lower than those of men; in 2016, the employment rate of women in the EU who were 20-64 years old was 65.3%, while the employment rate for men in the same age group was 76.8%. This disparity in employment rates is expected to continue for some time.

**KEYWORDS:** Motherhood, Women, Academic, Stress.

### INTRODUCTION

These include the rate of the nation's economic growth, the social norms of the society, the level of education, the fertility rates, and the access of childcare and other supportive services, amongst other factors. Other considerations include: (Verick, 2018) There is some theoretical support for the concept that becoming a parent might have an influence on the labour supply of women and their standing in the labour market (Gutiérrez-Domènech, 2003; Gatrell, 2011). However, there is little empirical evidence to support this theory. Statistics on

the employment rate of women who have children under the age of six, which is the typical age of children in the United States, might lend credence to the idea that motherhood has a significant impact on women's lives. Within the European Union, the employment rate of women who belong to this category is, on average, more than eight percentage points lower than the employment rate of childfree women (European commission, 2017). A variety of policies and pieces of legislation connected to work-family reconciliation have been formed in order to give aid to working mothers and to prevent them from being penalised in the workplace. This is being done in an effort to promote work-family reconciliation (in terms of employment and earning). Most of the time, these policies include paid time off for parents and other family members, subsidised child care, and flexible work schedules. Other times, these policies include paid time off for parents and other family members. Even though EspingAndersen & Billari (2015) demonstrated that the institutional environment has a positive impact on gender egalitarianism and the gender wage gap, equal opportunities policies and everyday management practises that mothers experience in real life are often in disparity with one another. This is despite the fact that EspingAndersen & Billari (2015) demonstrated that the institutional environment has a positive impact on gender egalitarianism and the gender wage gap (Gatrell, 2011).

### **MOTHERHOOD, WORK-LIFE BALANCE AND CAREER PATH**

Figuring out how to make it possible for women to successfully balance their personal and professional lives is the primary obstacle that modern legislation designed to advance women's rights must overcome. This is the primary challenge that faces modern legislation designed to advance women's rights. For working women, achieving a healthy work-life balance may be a challenging endeavour because of the competing demands of their personal and professional lives. They are not only exposed to some stereotypes that they are not ideal at work due to family commitments (for example, see Hampson, 2018), but they are also exposed to the pressure because they have multiple roles to play. They are not only exposed to some stereotypes that they are not ideal at work due to family commitments, but they are also exposed to the pressure. Due to the double whammy of being exposed, they are more likely to have unfavorable experiences and impressions. It is required for women to combine paid labor with unpaid activities, which results in an additional burden being put on women. [Citation needed] [Citation needed] (Ciciolla & Luthar, 2019). In spite of this, there are a number of different courses of action that may be done in order to lessen the impact of this problem. These changes encompass a wide array of alternatives, some of which are paid maternity leave, flexible or reduced working hours, job-sharing, and various child care options. Other possibilities include job-sharing (Leinert Novosel, 2004).

### **IMPACT OF MOTHERHOOD ON THE CAREER OF WOMEN IN CROATIA**

It is common to find discrimination based on gender in the workplace, and moms in Croatia are not exempt from this trend. Already in the phase of the job interview, employers frequently inquire about the marital status of women and speculate about the possibility of pregnancies. The discrimination then continues through lower salaries for women and the firing of women in cases of sick leave due to a child's illness or pregnancy (Genov et al., 2001). Women now make up the vast majority of Croatia's jobless population, a statistic that reflects a pattern that has been steadily worsening over the last several years. Statistics reveal that women have a far harder time obtaining employment in industries where there is a lot of male rivalry, despite the fact that there are no big disparities between men and women in terms of the degree of education that each has (Gali and Nikodem, 2009). It is interesting to

note that in spite of these statistics, empirical study carried out by Poloki Voki, Sinori, and Obadi (2019) discovered that women in Croatia did not have negative gender-related experiences. There is empirical information that points to the fact that women in Croatia get lower pay than males in almost every economic area. According to Gali (2011), the market has traditionally discounted women's employment and viewed them as though they were transitory or supplementary employees, which has resulted in lower earnings for women. In addition, in Croatia, a man's wage was often believed to be the primary source of revenue for the family, while a woman's labor was frequently seen as supplementary income. According to Topolic (2001), women were historically considered to be responsible for the upkeep of the home, the care and education of children, as well as the care of senior members of the family. When women have children, the wage difference between them and men widens even worse than it was before. When women go back to work, they often end up in lower-paying jobs or jobs with less responsibilities. They make less advancement in their careers overall, which eventually results in smaller pensions. According to Gali and Nikodem (2009), women are often placed in lower levels of organizational structures, social authority, and decision-making.

## CONSTRUCTING MOTHERHOOD

Being a mother is a difficult job. It may be seen as an institution (Berg, 2008), and it can be characterised as a gendered and dynamic process (Roy, 2016: 1). Motherhood can be defined as "the state of being a mother" (Roy, 2016: 1). (Elvin-Nowak and Thomsson, 2001). Whether or whether a woman actually has children, motherhood and femininity are often seen to be inextricably linked (Berg, 2008). It has strong ties to "mothering," which refers to the social activity of providing care for young infants (Hollway and Featherstone, 1997). Motherhood is an institution that is inextricably related to the ideologies and discursive constructs of what constitutes "good motherhood" (Phoenix and Woollett, 1991). These constructions are determined by the social and cultural standards that prevail in society (Berg, 2008). These discourses are always restricted by the context in which they are produced, reflecting historical, cultural, and social stances, and constructing and repeating meanings associated to motherhood in a specific time and place as a result (Johnston and Swanson, 2006). Although the expressions of motherhood vary greatly from one culture to the next, the impacts of parenthood on a woman's life are often restrictive. Individual preferences and professional identities have a significant impact on the formation of maternal ideals, which are also powerfully sculpted and moulded (Berg, 2008). Part of the production and reproduction of modern motherhood takes the shape of an individualised performance (Baraitser, 2009; Roy, 2016). Therefore, neoliberal and post-feminist principles that embrace choice, empowerment, and individuality, in addition to post-feminist constructions of "moderate feminism" that combine feminist concepts with individualised femininity, are essential (Gill, 2008; Lewis et al., 2017).

The arrival of one's first kid marks a significant turning point in one's life. One may argue that it is more meaningful than reaching retirement age, getting married, or reaching any educational milestone, particularly for women. points throughout history, with new information.

## LITERATURE REVIEW

Carolyn Kehn (2021) This study examines the gendered dynamics of motherhood and professions, as indicated by professionals working in the knowledge-intensive business sector

in Finland. The participants in this study are from Finland. Particularly, the emphasis of the study is placed on the viewpoints of women. The CIAR method was utilised to gather data for the report by conducting 81 iterative and in-depth interviews with a total of 19 men and 23 women. The findings of these interviews were used to determine the content of the study. The phrases "It takes two to tango," "It's all about time management," and "Good motherhood 2.0" are the three primary types of discursive discussion that arise among the female respondents who either do not have any children, who only have one kid, or who have two children.

This work by Korenman and Neumark (1992) explores the impact of timing on the career expenses of childbirth and gives fresh information about how labour markets adapt to parenthood. Economists and sociologists have conducted substantial research on the topic of the "family gap," which refers to the salary disparity that exists between childless women and women who have children (e.g. Cramer, 1980; Browning, 1992; Joshi et al., 1998; Waldfogel, 1998; Dankmeyer, 1996; Budig and England, 2001). In their article "Deriving Causal Inferences from Cross-Sectional Ordinary Least Squares Estimates," Korenman and Neumark (1992) explain how unobserved heterogeneity and endogenous fertility provide difficulties to drawing causal inferences from cross-sectional OLS estimates. They use data from the National Longitudinal Surveys in 1968 (NLS68) to estimate the family gap using ordinary least squares, initial differences, and instrumental variables (IV). Their instrumental variables serve as stand-ins for factors such as their family history and their "beliefs and expectations." 3 The most significant shortcoming of these instruments is that, despite the fact that they are capable of predicting motherhood, there are very few a priori grounds to remove them from the equation concerning wages.

Both Ureta and Light (1995) Focusing on career interruptions and the sequencing of work experience is a further method that may be used to measure the financial consequences of motherhood. Light and Ureta (1995) found that the timing of experience is connected to pay, and that this relationship may explain for up to 12% of the difference in salaries between men and women. Mincer and Polacheck (1974) and Mincer and Ofek (1982) examine the importance of human capital investment throughout work years and uncover evidence of its degradation during career pauses for women in the NLS68. These findings were published in Mincer and Polacheck (1974) and Mincer and Ofek (1982). Depreciation increases with the amount of education obtained, and it is greater for women who had accumulated a greater number of years of experience before to the occurrence of their interruption. 5 Baum (2002) finds evidence of depreciation using data from the more current NLSY79, however this evidence can only be seen among women who transferred employment.

Taniguchi (2019) The influence of motherhood timing itself has also attracted attention in a number of research, and these studies have utilised estimating techniques that are comparable to those that were used to evaluate the family gap. The conclusion that Hofferth (1983) reaches is dependent on the premise that the timing of motherhood is exogenous in her cross-sectional data, which is dependant on other variables. Taniguchi (1999) uses longitudinal data from the NLS68 and adjusts for predetermined individual earnings variations. She finds that motherhood penalties are greatest for women who begin childbearing between the ages of 20 and 27, that they are lower for teen mothers, and that they are nonexistent for mothers who are older than 40. Since the age at which a woman gives birth remains constant over time, her variable of interest is the product of A1B category indicators and the number of children. The technique does not take into account other differences in wage profiles or the responsiveness

of motherhood timing to career outcomes. While the fixed effects are able to absorb variation that is expressed through vertical shifts of the age-wage profile, the technique is not able to account for variation that is expressed through horizontal shifts of the age-wage profile.

Schroder, Martin (2019) We investigate the impact of motherhood on the publishing output of male and female academics by using data that follows CV and publication records as well as survey information from sociologists working in German academia. Our findings are based on both of these types of information. According to the findings, having children is associated with a significant drop in the number of publications produced by women, while it has no effect on the number of publications produced by males. We also show that the gendered impact of children on productivity hardly mitigates disparities in publishing output between men and women. After adjusting for the negative effects that children have on productivity, we find that women still publish around 20 percent less than men. In addition, we show that the gendered impact of childbirth is somewhat dependent on the previous levels of academic accomplishments that women have had, which implies that there are processes of performance-driven self-selection at work here.

## **RESEARCH METHODOLOGY**

Because the study was interested in exploring the experiences, interpretations, and meanings, mothers attached to the decisions (Golafshani, 2003), and most importantly to generate findings that were solely based on the shared experiences of participants, the qualitative research approach was the most appropriate to use. This was because the study was interested in exploring the experiences, interpretations, and meanings, mothers attached to the decisions. It is vital for me to define the philosophical premises upon which I am basing my study in order for me to be able to perform the duties associated with my function as a researcher. Because I bring my own perspective, assumptions, and values to the research endeavour, it impacts not just the content of the study but also the way I do my research and the writing that I produce (Creswell & Poth, 2017). I take the ontological stance of a social interpretive or constructivist because I believe that different people might have different experiences of reality or arrive at different conclusions about it. As a result of this belief, I consider myself to have a social interpretive or constructivist ontological stance. The utilisation of the phenomenological technique may be attributed to the fact that the study itself is qualitative in character. Because it allowed for an investigation into the "whys" and "hows" of the experiences that mothers had in relation to the phenomenon that was being examined, this methodology was the most appropriate one to use. It was determined to be the most suitable one to use (Creswell & Poth, 2017; Green & Thorogood, 2018). Because it conforms so closely to the objectives of the research, this particular layout is the one that works best. It accomplishes this goal by recording and reporting the many interpretations of the phenomenon that are held in common by a large number of mothers (Creswell & Poth, 2017).

## **QUALITY ASSURANCE: TRUSTWORTHINESS, CREDIBILITY, DEPENDABILITY, TRANSFERABILITY**

The notions of credibility, dependability, confirmability, and transferability are used in qualitative research to provide an explanation of trustworthiness (Golafshani, 2003; Neuman, 2014). Credibility is defined as the many measures required to assure scientific rigour, with the primary attention being placed on the subject matter of the study, the setting of the research, the people selected for the research, and the method used to gather data (Golafshani,

2003). The idea of believability need to include responses to queries like, how context-rich and thorough are the fundamental descriptions? In reference to the framework that was presented by Yilmaz (2013), context-rich descriptions of the narratives offered by the participants were collected for the purpose of ensuring the research's credibility.

**Dependability:** this relates to the amount to which the reader is satisfied that the results occurred as indicated by the researcher (Yilmaz, 2013). It should react to queries such as, are research questions clearly specified, and are the characteristics of the study design compatible with them? As a result, in order to make the process of data collecting easier, a subject guide that included general questions was used.

## RESEARCH AND DISCUSSION

In this section, we examine the narratives of the lived experiences of two mothers: one of whom is currently working in the formal sector, and the other of whom has left her previous employment in order to pursue a career in self-employment. Both of these women have experienced the transition from working for someone else to working for themselves. The process of quitting one's work in the official sector, often referred to as *Serwaa*. The decisions that a woman takes in her personal life not only have significance for who she is as a person, but they also have repercussions for the family that she is a part of. "Serwaa," a married woman with three children ranging in age from nine to fourteen years, two of whom are girls and one of whom is a boy, is a fine example of a woman who has given up her customary work. Her children are all between the ages of nine and fourteen. It has been eleven years since she received her Master of Science in Finance degree, which designates her as the recipient of this esteemed degree. She had been working as the Facilities Manager at one of the institutions in the country that was at the forefront of information technology right up to the point that she made the decision to move on from her prior job. Since she went into business for herself eight years ago, she has been running a private catering company out of which she offers meals to a variety of enterprises. She has been self-employed throughout this entire time. It has been eight years since she left her prior job, and she has absolutely no intention of going back there. According to Serwaa, the decision that she made to leave her traditional profession in order to pursue a career as an independent business owner was a sacrifice that she made in order to keep the peace within her family. She did this so that she could pursue a career as a self-employed business owner. She focused on her experience as a mother who worked outside the home and mentioned that it was extremely challenging to balance the obligations of parenting with working in Ghana's formal economy. She was displeased with the unyielding character of the job that she had to do from eight in the morning till five in the afternoon. During that time period, it was challenging for the pair because neither she nor her husband had anyone to assist them in taking care of their children, and both of them worked full time jobs.

## THEMATIC FINDINGS

The studies of the textual data led to the discovery of several interesting results, which reflect how women view the tension between having a profession and having the responsibilities of parenthood. In the interest of transparency, these results are presented here in a methodical fashion in line with the fundamental, organising, and global themes utilising the method of thematic network analysis (Attride-Stirling, 2001, pp. 388-389). Women's perception of the conflict between motherhood and career, role of social support available to working mothers, motivating factors, coping mechanisms, conduciveness of structural,

organisational, and governmental policies, personal opinions about the decisions of other mothers and advice to the younger generation were identified as the six "Global Themes" that emerged from the research. I Women's perception of the conflict between motherhood and career; ii) role of social support available to working mothers; iii) motivating factors; I

## WOMEN'S PERCEPTION OF THE CONFLICT BETWEEN CAREER AND MOTHERHOOD

During the interviews, the respondents were asked to identify their current and past experiences and challenges associated with being a working mother. This was accomplished by having them describe their daily routines, how they managed their time, the outcomes, and the values they attached to their double roles. Insights and Obstacles Encountered: Both moms who worked in the formal sector and mothers who had left their employment in the formal sector shared their experiences of the struggle between having a profession and being a mother. The incompatibility of work and maternity responsibilities, which the majority of respondents found to be hard and tough, was a key contributor to the conflict in roles that emerged. This contributed, to a considerable degree, to the rise of the conflict. Both groups of women's replies, in terms of their similarities and ranges, exhibited the same patterns. Anita, a mother who also has a career, said that "it's not simple at all." It is not an easy duty since there are times when you arrive at work really exhausted..... It may be a little taxing, and there are moments when you consider throwing in the towel. In the most severe of circumstances, these obstacles may result in conflict within the family itself. "It's not easy," Nhyira, a mother who works outside the home, said. maintaining such a precarious equilibrium... I've been having some problems with my hubby... In spite of these factors, there were a few respondents who held the opinion that engaging in work in two distinct fields brought them a great deal of satisfaction. Akosua was pleased when she was able to carry out all of her responsibilities, and she considered motherhood to be her responsibility; however, she also acknowledged that the entire experience could be difficult at times. Akosua owned a retail shop in addition to her position as the HRM in an oil firm. She went on to say that as long as she was able to assist the children with whatever it was that was expected of her, she was content.

**Daily Routines** According to the stories told by these moms, the difficult situations they found themselves in were the direct outcome of their typical activities. Some of the moms got up as early as three in the morning. Nearly all of the respondents mentioned getting up early in order to beat Accra's notoriously gridlocked traffic and avoid running late for appointments. In addition to their responsibilities at work, moms continued to be expected to fulfil the customary roles that come with being a mother. It was clear from their testimonies that they did everything from drive the children to and from school, supervise the children's homework, help the children with their homework, and put the children to bed.

**Outcome of Role Conflict:** Although it was seldom emphasised that child illnesses were the result of mothers not spending enough time with their children, the vast majority of respondents said that stress had a detrimental effect on their own personal well-being. It had an effect on them not just psychologically but also physically and emotionally. The responsibility of juggling many responsibilities at once was the root cause of the stress. According to Serwaa's recollection, "Hmmm it was all of the stress of balancing job and home and taking care of kids," which led to her breakdown. It is difficult when there is a buildup of tension,

**Values attached to playing double roles (role enhancement):** The primary objective of this research was to determine the significance that working moms ascribed to the various hats they wear. In order to bring attention to the fact that other women had left the formal sector, it was important to investigate the values that women who opted to stay in the field connected to their dual responsibilities and the benefits they gained from playing both roles. According to their comments, there was a feeling of fulfilment associated with working well in two distinct areas. Anita said, "When I am on leave, I see them off by 6am at the latest, and they are gone by 8am; then by 8am, I am through with the home duties; then what will I do from 8am till they come back?"

**Role that the family and other social support play:** One of the frequent themes was the need of social support in alleviating the tension that comes with balancing parenting and a profession. The concept of social support in the context of the family interface included everyone who had a role in the provision of aid, advice, and ideas with the intention of assisting people in meeting their commitments to their families. Assistance from the spouse, support from extended family, and support from hired help were the sub-themes that fell under this overarching subject.

**Spousal support:** In spite of the persistent trend of women moving from the private to the public realms, it was very uncommon for males to take on regular and unpaid caregiving responsibilities. On the other hand, the results of this investigation showed a different picture. According to the explanations provided by the respondents, even though the husbands of these women did not give up their official occupations in order to take on traditionally feminine gender duties, they were an incredible help to their wives. Anita's position as Director of the Civil Service carried a significant amount of responsibility, and she was required to put in long hours at the office, but her husband provided her with a lot of support. They accomplished the housework by cooperating with one another and working together. "It's sort of like 30 to 70," she added. He is responsible for seventy percent (of the children's schoolwork), while I am responsible for thirty percent since I am the one who prepares the meals... I am responsible for the most of the household tasks, although he is the one who does the ironing.

**Support from extended family:** Additionally, assistance may be obtained from members of one's extended family. One of the responders, whose spouse had a job that required him to be out of the country, had other members of her family assist her whenever they were available. During the course of the interview, she shared the following statement: "My husband is not around, and my niece has been assisting me at home, whenever she is available.... the weekdays she comes over to help." (HRM). Serwaa had her mother-in-law come in to help with the children on occasion before she quit her regular job. She said, "Oh, once in a while I had my mother-in-law coming in to help with the kids.... [yeah] especially when school is on vacation and you need somebody to be at home, you have that opportunity to call on her." (Caterer).

## MOTIVATING FACTORS

In the course of the interviews, a number of different driving elements were characterised as being crucial to mothers' active participation in the formal sector regardless of the problems they experienced. Financial, recreational, and educational considerations were among the driving forces. Others were inspired by their children, as well as the need to model positive



behaviours for future generations to follow through with in their daily lives. In spite of the difficulties, these are the reasons why some moms choose to continue working in the formal sector.

**Financial motivation:** Some mothers said finances was both a motivating factor and a challenge. The desire to acquire money to be able to take care of their families motivated them to keep their jobs. Also, finances were one of the challenges of working mothers.

**Educational motivation:** There has been a recent surge in the number of women achieving higher levels of education, notably with the objective of securing lucrative employment in the future. When they eventually reached the point when they had achieved such success, it became tough for them to leave all of that behind them and give up their job. They thought that in order to get to where they were today, they had to throw away an excessive amount of resources.

**Love for the job:** Some of the women who responded to my survey said unequivocally that they felt they achieved more fulfilment in their professional lives as opposed to the more conventional roles of wives, mothers, and carers. They said that the personal pleasure they received from their occupations was due to the fact that they had put a significant amount of time, effort, and money into their education, which had prepared them for work that required payment. The respondents said that the exposure and experiences they obtained as well as the social network that they had formed through working in the formal sector were the primary factors that contributed to their love of their jobs.

**Children as source of motivation:** The children of other moms served as a source of inspiration for them. They were motivated to keep working by the thought of their children and the desire to provide a better life for them in the future. It was recommended that Anita keep working so that her girls may see and model their mother's behaviour. She explained it like this: "All I want is to reach a level of success where, because I have children, they can always look up to me." Because they are girls, I feel like I have to acquire a position, so that they can say that mother was able to accomplish this, therefore I have to do more than mommy." This is the primary reason why I do not want to give up on my work, and because of this, I do not want to give up on my job. (Director, Public Administration)

**Role Models to the younger generation:** Others of the same gender held the belief that continuing their careers afforded them the chance to serve as a role model to others who looked up to them. It was necessary for them to keep their jobs and achieve higher levels of career success because they were serving as role models to younger members of the society in addition to their own children. ".....and also of course I see it as, you know, not only satisfying my personal goals, but I have also been put in that career to also help somebody....someone to look up to me and achieve their aims." (Bernice, the Assistant Health Care Provider)

## COPING MECHANISMS

Almost all of the people who filled out the survey had given some thought to leaving their traditional occupations in favour of being at home or starting their own company. They realised that they would be better able to take care of their families if they gave up their traditional employment, particularly as a consequence of the abundance of free time that

would now be at their disposal. In spite of this, they chose to keep working in the conventional industry and did not entertain such ideas. Despite this, the vast majority of working moms have reported experiencing role conflict, which in turn led to role strain. Their restricted work autonomy, flexibility, and support both at work and at home led to a plethora of pressures, according to their testimonies. Therefore, each and every responder had efficient coping methods to cope with the effects of stress.

**Time Discipline:** One of the respondents said that in order to maintain a healthy balance between her personal and professional life, she had to negotiate her work schedule with her supervisor and adhere to a strict schedule overall.

**Quitting Formal Job:** In the process of determining how Ghanaian working mothers coped with the challenges associated with motherhood and the stress related to work, some women took drastic measures. Two of the women who participated in my research left their jobs in the formal sector to pursue careers as self-employed entrepreneurs. During the course of the conversation, they said that the only way to preserve the harmony in their family was to give up their careers. They were allowed the flexibility, and as a result, they did not have to adhere to a monotonous routine in which they were constantly monitored by someone else's clock. Despite the fact that working in the private sector was just as demanding as working in the public sector, it carried more responsibility.

**Backup plan:** One of the fundamental lessons that was learned from the various coping methods, particularly those used by women who left the formal sector of the economy, was the significance of having a fallback strategy in place prior to making the decision to leave the official sector. As a result of the interviews, it became clear that every responder was formulating a plan B in the event that they were ever forced to quit the official sector of the workforce.

**Further Education:** It is widely held that moms who have earned advanced degrees are better able to preserve their knowledge and networks, which is one of the most important factors in the success of their professional advancement efforts.

**Recreation:** The discharge of tension via recreation was considered to be essential. "I take a lot of leave, if I have to rest I take leave, if I feel am not well, I take a day off, I have 30 days leave in the year, so I go on vacations to rejuvenate my life, so it's well, in a year, I travel a lot to rejuvenate

## CONDUCTIVENESS OF WORK ENVIRONMENT, STRUCTURAL POLICIES & GOVERNMENTAL POLICIES

**Inconducive:** In most cases, the welfare provisions that are made accessible to women at their place of employment are directly proportional to their level of labour force participation. Because of this, the atmosphere of the workplace and the many rules that are associated to it are of utmost significance in the event that a woman decides whether or not to continue working in the formal sector. The primary focus was on the degree to which the working environment was accommodating, as well as the degree to which there was access to institutional and governmental programmes that lightened the load of working moms. The majority of the replies from the participants demonstrated that the working environment, the

institutional arrangements, and the policies of the government were not typically favourable for pregnant women, breastfeeding women, or mothers in general.

**Manageable:** All of the respondents, with the exception of one, held the opinion that the policies and structures put in place by the government were not conducive. Being a professional woman, Kukua thought, meant that there was no space for excuses and complaints. She held the position of Chief Executive Officer of one of the most known banks in the nation. She could make a lot of excuses due to the fact that she was a woman and had a lot of duties; yet, she had a goal, and in order to achieve that objective, she needed to do things that defied the reasons. In her defence, she stated the following: "Well, I hear a lot of women complaining about the three months....but you see, as I sit here, I wear the hat of a woman, mother, and an employer. If you give me an entire year to sit home and eat and sleep, I will be very happy, but you are the employer, you need your employees around to work, you need to think outside the box as a career woman if you want to move higher, you cannot just sit and complain." I used to take my children to the hospital at night (in situations of mild illnesses), since I didn't want to take a day off of work, because I believe it would have harmed my productivity, and because I had a vision of where I wanted to go....."

## **CONCLUSION**

This study's overarching purpose was to investigate the ways in which working moms in Ghana manage their responsibilities as mothers while still pursuing careers in the formal economy. In addition to presenting a review of the most important results for each research topic and the implications that stem from those findings, this section will also include discoveries that were not anticipated as a result of the study. In addition to that, several topics for future study are suggested, as well as some suggestions for both research and practise. What are the perceptions of motherhood and professional experiences held by women who are working moms as well as those who have chosen to forego their job? Everyone who participated in the survey acknowledged that maintaining a healthy balance between parenting and employment in the formal sector in Ghana was not easy. As a result, moms who worked outside the home as well as mothers who stayed at home with their children felt that parenting and professional experiences were difficult and stressful. These difficulties were mostly caused by the incompatibility of both responsibilities in the organization.

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