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Exploring the Nexus Between Women in Paid Labour and Family Stability: A Study of Federal Medical Centre Jalingo, Taraba State, Nigeria

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Abstract:

This study investigates the nexus between women in paid labour and family stability using Federal Medical Centre Jalingo, Taraba State as the study locale. With the aid of the study objectives, two hypotheses were formulated in this study. A target population of 1,050 married men and women in the study area was adopted for the study. On the basis of effective coverage and in order not to be biased, the proportionate sampling technique was adopted. This technique was adopted in order to determine the number of respondents to be drawn from each of the departments in the study area since all the departments do not have equal number of population. The summation of all the responses was presented using frequency distribution tables and simple percentages, while the chi-square statistical tool was used to test the hypotheses formulated in the study. The test statistics reveals amongst others that, there is a significant relationship between women in paid labour and amiable relationship with their husbands in Federal Medical Centre, Jalingo, Taraba State. The study concludes that paid labour gives women self-confidence and financial self-determination. Working class women are being depended upon especially if their husbands are jobless and this helps to keep the family in unity. The study recommends among others that, women that are engaged in paid labour can still exhibit love, honesty, and amiable relationship to their husbands as well as assists their husbands in numerous ways for the betterment of the family.

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So, husbands should allow their wives to engage in paid labour in order to experience continued love and amiable relationship with their wives.

Introduction

Family is of great importance because it is the first agent of socialization in the life of every individual. It is from the family that an individual attaches and understands the values of culture, assimilate the first social roles and acquires the experience of social behavior. The family is a complex social formation where each member of the family is a unique individual and also an integral part of the whole family. Families impact the well-being of their members and are the back-bone of society (Dhama, 1997). In terms of power dynamics, women have gained and wield some degree of power within the family by earning income. Studies have revealed that when a woman provides financial support solely for her family according Wale (2016), she tends to be in charge over family issues even to the extent of overwhelming the patriarchal instincts of her husband. Educationally, women are acquiring and increasing their knowledge which has amplified their eligibility to get into high status jobs and even positions of power in various organizations. Women are little by little becoming engineers, judges of customary and high courts, and directors of organizations in Nigeria. This situation has helped them gain more authority and power even outside the family (Wale, 2016).

Change in occupational status of women is as a result of complex social movements, equal opportunity legislation, expansion of the service sector, increased cost of living, and increased access to education. Due to this, women have been able to move from mainly supportive and nurturing roles to every sphere of occupational and professional life according to Maduba (2015). Current situations in the workplace are increasingly difficult for women to balance their work and family responsibilities in a satisfactory manner. These situations include; low wages, long working hours, the densification of working time-leaving hardly any unproductive time during working hours and unpredictable demands for over time (Maduba, 2015). In particular, these changes and realities put women in a helpless situation as they continue to be care-givers in the family even as they are engaged in paid work. As women become more involved in the labour market, according to Ross and Sawhill (1975), the unenthusiastic effect of women's employment on marital stability has come in disbelief. Many studies revealed that in modern societies, decisions to remain married depends more on satisfaction from the quality of the union than on pure exchange of income and household labour between partners and that similarity of economic activities and interests may improve understanding between spouses.

Women's employment is any work for pay or profit in which women are engaged in. One of the most striking phenomena of recent times as averred by Onwe (2016), has been the rising involvement of women in paid work. Labour force growth was substantially higher for women particularly in the 1980s and early 1990s. The number of married women in the labor force has amplified over the past three decades and is in fact, still on the increase as shown by studies. Onwe (2016) stressed further that, the increasing participation of women in paid labour has been related to a number of factors which are: increase in the numbers of educated women, opportunities for earning income outside the home, and to have a sense of fulfillment in their homes. Okeke (1996) maintained that the perception of working wife is not new to the traditional Nigerian or even West African societies, where every woman is expected to be engaged in one form of economic activity or the other or at least, in farm work. This is in addition to the normal household tasks and rearing of children. Married women in traditional or contemporary society who run their own businesses, have the flexibility of adjusting work relations and domestic obligations with minimum of role conflict.

According to Mirzaee (2014), employed women's quality of life is better than the house wives and by increasing the level of education and income, women's quality of life is increased. One of the consequences of maternal employment is its favourable effect on some dimensions of family members quality of life especially the children. Roghayeh (2017) added that the quality of life of employed mothers' children in the physical, economical, leisure time, dimension of goals in life is more favorable. Mothers' employment increases income and thus changes the nutrition, health and family welfare. However, Fadeke *et al.* (2020) stressed that, women's economic dependence on their spouses was imperative for family stability as it enforces the acceptance of their husband's control. Male roles were meant to curb women's extremes and entrench their household decision-making power. Schuler *et al.* (2018) posited that, women's economic empowerment reduces their dependence on men and has become a threat to family stability and thus could engender divorce risks. Thus, the involvement of couples in market production affects the quality of family life.

Shahraki (2011) maintained that, several factors influence the quality of life in adolescents and mother's employment is an issue among these factors which need more study due to the increasing number of employed mothers in modern societies. Khanom (2013) stressed that the full participation and partnership of both women and men are required for reproductive and productive life including sharing financial responsibilities in the household for family stability. In his own reaction, Michael (2017) maintained that, women are still the primary caregivers in the family and that, some workplace demands are set up in such a way that they're incompatible with family needs. Women who have changed occupation will experience strain in combining employment and home keeping obligation. This is because, the job of working outside is challenging and it exerts so much energy in mental computation that women may not be in the right frame of mind to attend to home keeping obligations. This study therefore investigates whether women involvement in paid labour is considerably associated or has linkage with family stability using Federal Medical Centre Jalingo, Taraba State as the study locale.

Statement of the Problem

In traditional African societies, women are seen as the home makers and keepers. They are typically assigned the domestic roles of preparing food for the family, caring for the children, keeping the home clean, as well as farming and trading at a subsistence level. Women in traditional African spend most of their time at home, ensuring that nothing goes wrong at home. But recently, women are engaging in occupations that take them away from the home. They are found in large numbers in the workforce (Wale, 2016). Women are seriously gaining entry into the labour market for several reasons best known to them despite the seeming insistence by society that the place of women is in their homes as wives and mothers to their children.

Women engagement in paid labour appears to have brought remarkable or drastic changes in women's obligations in their matrimonial homes thereby uplifting or affecting the stability in their matrimonial homes. At times, before some of the working class mothers return home from work, their husbands may have returned and some of the duties and obligations that are expected to be carried out by the women are carried out by the men in order to maintain peace and harmony in the household. Due to the fact that some of the working class women provide the necessary needs in their families, the behaviour they exhibit towards their husbands and in-laws appears to be disheartening. The married women are taking up jobs previously handled by men and consequently putting in shambles the

patriarchal authorities and powers bestowed on men as the head of every family as well as showcasing non-challant attitude to their in-laws without minding the consequences of such attitude to the entire family. Against this backdrop, this study therefore, investigates whether women in paid labour is considerably associated with or has linkage with family stability using Federal Medical Center Jalingo as the study locale.

Research Questions

The following research questions are posed to achieve the set objectives.

- i. Do women in paid labour exhibit amiable relationship with their husbands?
- ii. Do women in paid labour maintain cordial relationship with their in-laws?

Objectives of the Study

The general objective of this study is to investigate whether women involvement in paid labour is considerably associated with or has linkage with family stability using Federal Medical Centre Jalingo, Taraba State as the study locale. While the specific objectives are to:

- i. Examine whether women in paid labour exhibit amiable relationship with their husbands.
- ii. Explore whether women in paid labour maintain cordial relationship with their in-laws.

Research Hypothesis

The following hypotheses are formulated in this study.

H₀₁: There is no significant relationship between women in paid labour and amiable relationship with their husbands.

H₀₂: There is no significant relationship between women in paid labour and cordial relationship with their in-laws.

Conceptual Clarifications

For clarification and proper understanding of this study, women in paid labour and family stability are conceptualized.

Conceptualizing Women in Paid Labour

Women participation in paid work has become a permanent feature in almost all the parts of the world. Additional women are engaging in work than ever before in Nigeria according to Johansson (2016). By 2011, more than half (57%) of women between the ages of 15 to 64 years were in some form of employment. The increase in women working has been driven by women with the least amount of schooling. Sackey (2005) maintained that female labour force participation although pervasive in the informal sector, tends to show an overall increasing trend in recent times in Ghana. Women are seen in active participation in the labour market in all geographical locations (i.e., rural and urban). The importance of women participation in paid labour according to Loko and Diouf (2009) cannot be over emphasized. Evidence has shown that there can be significant macro-economic gains when women are able to develop their full labor market potential. Higher female work force participation would also result in a more skilled labor force, in view of women's higher education levels.

Cook (1975) in Onwe (2016) confirmed the increasing trend in woman's employment in her survey of working mothers in a number of countries. Mostly noted in her work is that, working mothers world

over are faced with the problem of combining wage labour and their traditional role/work. Paid labour mostly if not entirely, spins around a bureaucratic circle with inflexible work time schedules and authority structure. Women's employment destabilizes marital unions. The financial model of marriage was built upon a supposition of a role specialization within a family, and presupposed that the benefit from marriage are elevated if one of the spouses can specialize in income provision and the other in in-home production. The negative impact of women's employment and marital stability was envisaged by psycho-social theorist who argued that woman's involvement in paid work might be indicative of man's poor performance as an income provider, which might further lead to strains between spouses (Jalovaara, 2003).

Cherlin (2000) pointed out that, the increasing earning potential of a woman leads to higher living standards and thus should reduce marital strains, particularly at the time of the changing household organisation from role specialisation to income pooling. However, the change in gender roles/norms reduces men's chances of finding a partner who would be willing to specialize in household production (Sigle-Rushton, 2010). There are studies that find negative connection between women's employment and marital stability. However, some recent studies found that this effect debilitate or even vanish after accounting for the level of satisfaction with marriage. In another dimension, Aguirre (2012) narrated that, out of the 865 million women worldwide who have the potential to contribute more fully to their national economies, 812 million live in emerging and developing nations. Also, in rapidly aging economies, higher female labour force participation can enhance development by extenuating the impact of a shrinking workforce. In Japan for example, the yearly probable increase rate may possibly increase by about 1.4 percentages if the female labor participation rate were to reach the average for the G7 countries, resulting in a permanent rise in per capita GDP of 4 percent, compared to the baseline scenario.

Conceptualizing Family Stability

Family stability according to Dorious (2016), is the term most commonly used to describe the relationship continuity of couples with children, often with the research goal of identifying the most and least advantageous living situations for children from infancy through adolescence. Baldridge (2011) averred that, another relational aspect of family stability that has been examined by some persons is the idea that the time (actual clock hours) spent with families can impact family development. In his own reaction, Olson (2000) stated that clock hours alone do not account for family development instead, what is important are the bonds and cohesion formed as a result of what is done within the time families spend together. Family stability has been shown to protect against the influence of parental depression on children's internalizing and externalizing problems, whereby the influence of parental depression symptoms is smallest when families are able to maintain high levels of molecular family stability.

Israel, Roderick and Ivanova (2002) contend that, family stability was defined at the level of day-to-day family events as the predictability and consistency of family activities and routines and measured with the stability of activities in the family. In their reaction, Patterson and Yoerger (2002) in Proeschold-Bell (2009) opined that, family stability is generally considered to exist in families whose parents are healthy and earning incomes; whose members experience housing changes only infrequently; and whose family members stay together with infrequent divorce and remarriage, or few separations due to immigration and job-seeking reasons. The two most popular approaches to studying

family stability in social sciences as narrated by Dorious (2016) are to focus on the number of cumulative transitions in family structure (a count of who moves in and out of the household over time) or the changes in family status (a comparison of different relationship types such as marriage versus cohabitation). Dorious (2016) continued that, the notion of family stability is also applied to research on less common family forms, such as families within the foster care system, by assessing children's movement from home to home rather than either parent's movement from relationship to relationship.

Family stability is an essential component of social stability and social protection. In many developing countries as envisaged by Waldfogel, Craigie, and Brooks-Gunn (2010), the family is the only form of social protection. The breakdown of the family in developed countries is causing new and unforeseen challenges to social protection. Changes in family structure are typically accompanied by changes in economic, time, and parental resources. The changes consequently lead to stress on families and adverse child outcomes. Family instability is also linked to residential instability. Married parents for instance, arguably may have a different set of innate skills, values, and preferences compared to unmarried parents. These innate skills, values, and preferences work concurrently to affect the cognitive, behavioural, and health of young children. As a result, the predictable effect of family structure and stability may well be driven by these unobserved characteristics and will be biased. To deal with this problem in a parsimonious way, the family structure and family stability multivariate regression models all account for a rich set of parental and family background characteristics that serve as proxy variables for these unobserved parental attributes (Craigie, Brooks-Gunn & Waldfogel, 2012).

Theoretical Framework

The social exchange theory is adopted as the theory suitable to guide this work. The social exchange theory is a theoretical perspective in sociology. The major proponents of the social exchange theory are; George Homans (1958, 1974), Peter Blau (1964) and Ricard Emerson 1976). Social exchange theory is a concept based on the notion that a relationship between two people is created through a process of cost-benefit analysis. In other words, it is a metric designed to determine the effort poured in by an individual in a person-to-person relationship. According to the theory, human interaction is analogous to an economic transaction, in that an individual may seek to maximize rewards and minimize costs. Actions such as revealing information about oneself will occur when the cost-reward ratio is acceptable. As long as rewards continue to outweigh costs, a pair of individuals will become increasingly intimate by sharing more and more personal information.

The implication and relevance of the social exchange theory as it applies to this study is that, women since their entry into the labour market have it difficult to make a clear choice between their work and family duties and obligations. Women, who choose their work instead of family obligations, may experience instability in their various families. The inability of the women to effectively make a choice that will help them balance their home duties with their office duties could destabilize the peace and harmony in their various homes.

Women in the process of changing their duties and obligations at home by exhibiting motherly roles to their husbands and in-laws into remunerated labour, will have to think very well and understand that it is either they forgo the obligation of caring for their husbands, or forgo the luxury at their place of work. This is because, the choice a woman makes will either make or mar her family stability. A woman that has the basic prerequisites to engage in paid labour should weigh the costs and benefits of engaging in paid labour. If the woman's engagement in paid labour would obstruct her duties and

obligations and prevent her to maintain the love, peace, harmony, and good-natured relationship with her husband and in-laws then, the woman should forfeit her job. But, if the woman's self-driven cogent dealings by engaging in paid labour can help better her relationship with the husband and in-laws morally and financially then the woman should be supported and encouraged by her husband, in-laws and members of the family to engage in paid labour which is equally a panacea for actualizing peace, harmony and togetherness between the woman and her entire household.

Research Methodology

This study used descriptive research design. Descriptive research design was seen to be the most appropriate for this study because, the study sought to investigate the relationship between Women in Paid Labour and Family Stability using Federal Medical Centre, Jalingo as the study locale. Therefore, the data required for this study must be subjective and hence be collected from people through questionnaire as an instrument and that is why the survey method was adopted. The study was carried out in Federal Medical Centre (FMC) Jalingo, Taraba State. Federal Medical Centre Jalingo, Taraba State was established in November, 1999 by the Federal Government in an effort to operationalize its policy of having/establishing at least a tertiary health institution in each State of the Nigerian Federation. The hospital is a specialized consultative health care, usually for inpatients and on referrals from primary or secondary health professional in a facility that has personnel and facilities for advanced medical investigation and treatment. Federal Medical Centre (FMC) Jalingo, Taraba State has 33 departments namely: Internal Medicine, Family Medicine, Obstetrics and Gynaecology, Paediatrics, Surgery, Anaesthesia, Ophthalmology, Radiology, Electrocardiogram, Pathology, Dental, Pharmacy, Physiotherapy, Nursing, Public Health, Medical Laboratory Science, Medical Social Services, Nutrition, Medical Health Records, General Administration, Planning and Research, Information Communication Technology, Legal Unit, Library, National Health Insurance Scheme, Public Relations Unit, Training, Finance, Stores, Internal Audit, Assets, Procurement, and Works and Maintenance. The target population of this study comprised married men and women who are staff of Federal Medical Centre Jalingo, Taraba State. According to the General Administration Unit of Federal Medical Centre Jalingo, Taraba State, the population of married men and women is 1,050. To determine the sample size for the study, the Taro Yamene formular for sample size determination was applied and the sample size of 290 was chosen for the study. On the basis of effective coverage and in order not to be biased, the proportionate sampling technique was adopted to determine the number of respondents to be drawn from each of the 33 departments since all the departments do not have equal number of population. In this study data were generated through the primary and secondary sources. The primary source of data collection consists of questionnaire while the secondary sources of data collection consist of information generated from text books, journal articles and internet sources.

The instrument for data collection was questionnaire. The questionnaire was tagged "Women in Paid Labour and Family Stability" (WIPLAFS). The set of closed ended questionnaire was divided into two sections in line with the study objectives. Section A comprised questions that aimed at eliciting information on the demographic characteristics of the respondents while Section B aimed at eliciting information on whether women in paid labour is considerably associated with or has linkage with family stability using Federal Medical Center Jalingo as the study locale. The indicators of the dependent variable 'Family Stability' are: husbands, and in-laws. The questionnaire was structured in Likert modified four-point response scale. In this type of questionnaire, the respondents were given response options. These options served as the quantification of the respondent's agreement or

disagreement on a particular scale. The following are the designated quantifications that were used in the questionnaire: Strongly Agree -4, Agree-3, Disagree -2, and Strongly Disagree-1. All the 290 copies of questionnaire administered were successfully retrieved and it was based on the retrieved number of questionnaire that the inferences were made. In this study, the frequency distribution tables were used to present the raw data from the field quantitatively for the purpose of easy and accurate interpretation, the simple percentages (%) were used to present the respond rate of the questions asked and to convert information generated from the field into a more statistical construction so as to produce a concise report, while the chi-square (χ^2) statistical tool was used to test the hypothesis formulated in the study.

Statistical Analysis and Test of Hypothesis

Research Question 1: Do women in paid labour exhibit amiable relationship with their husbands?

Table 1: Respondents perception on whether women in paid labour exhibit amiable relationship with their husbands

Items			Respondents B1				Total
			Strongly Agree	Agree	Disagree	Strongly Disagree	
Women in paid labour and relationship with their husbands	1. Would you agree that women in paid labour exhibit poor attitudinal behaviours towards their husbands?	Count	40	95	96	59	290
		% within women in paid labour and relationship with their husbands	13.8%	32.8%	33.1%	20.3%	100.0%
		% within Respondents B1	33.1%	26.6%	36.4%	46.1%	33.3%
	2. Would you agree that women in paid labour respect and adhere strictly to their husband's instructions?	Count	36	150	82	22	290
		% within women in paid labour and relationship with their husbands	12.4%	51.7%	28.3%	7.6%	100.0%
		% within Respondents B1	29.8%	42.0%	31.1%	17.2%	33.3%
	3. Would you agree that women in paid labour showcase less emotional and over superiority to their husbands?	Count	45	112	86	47	290
		% within women in paid labour and relationship with their husbands	15.5%	38.6%	29.7%	16.2%	100.0%
		% within Respondents B1	37.2%	34.4%	32.6%	36.7%	33.3%
	Total	Count	121	357	264	128	870
		% within women in paid labour and relationship with their husbands	13.9%	41.0%	30.3%	14.7%	100.0%
		% within Respondents B1	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Author's Analysis in SPSS version 23output

Table 1 shows the respondents perception on whether women in paid labour exhibit amiable relationship with their husbands. On item 1, out of 290 respondents, (13.8%) strongly agreed that

women in paid labour exhibit poor attitudinal behaviours towards their husbands, (32.8%) agreed, (33.1%) disagreed, while (20.3%) strongly disagreed. On item 2, out of 290 respondents, (12.4%) strongly agreed that, women in paid labour respect and adhere strictly to their husband's instructions, (51.7%) agreed (28.3%) disagreed, while (7.6%) strongly disagreed. On item 3, out of 290 respondents, (15.5%) strongly agreed that, women in paid labour showcase less emotional and over superiority to their husbands, (38.6%) agreed, (29.7%) disagreed, while (16.2%) strongly disagreed.

Research Question 1: Do women in paid labour maintain cordial relationship with their in-laws?

Table 2: Respondents Perception on whether women in paid labour maintain cordial relationship with their in-laws

Items			Respondents B2				Total
			Strongly Agree	Agree	Disagree	Strongly Disagree	
Women in paid labour and relationship with their in-laws	4. Would you agree that women in paid labour display non-challant attitudes towards their husband's families?	Count	60	95	99	36	290
		% within women in paid labour and relationship with their in-laws	20.7%	32.8%	34.1%	12.4%	100.0%
		% within Respondents B2	33.1%	23.1%	48.5%	48.6%	33.3%
	5. Would you agree that women in paid labour corporate diligently with members of their husbands' families?	Count	30	165	76	19	290
		% within women in paid labour and relationship with their in-laws	10.3%	56.9%	26.2%	6.6%	100.0%
		% within Respondents B2	16.6%	40.1%	37.3%	25.7%	33.3%
	6. Would you agree that women in paid labour contribute financially to their husband's families in times of needs	Count	91	151	29	19	290
		% within women in paid labour and relationship with their in-laws	31.4%	52.1%	10.0%	6.6%	100.0%
		% within Respondents B2	50.3%	36.7%	14.2%	25.7%	33.3%
Total		Count	181	411	204	74	870
		% within women in paid labour and relationship with their in-laws	20.8%	47.2.%	23.%	8.5%	100.0%
		% within Respondents B2	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Author's Analysis in SPSS version 23Output

Table 2 shows the respondents perception on whether women in paid labour maintain cordial relationship with their in-laws. On item 4, out of 290 respondents, (20.7%) strongly agreed that, women in paid labour display non-challant attitudes towards their husband's families, (32.8%) agreed, (34.1%) disagreed, while (12.4%) strongly disagreed. On item 5, out of 290 respondents, (10.3%)

strongly agreed that, women in paid labour corporate diligently with members of their husbands' families, (56.9%) agreed, (26.2%) disagreed, while (6.6%) strongly disagreed. On item 6, out of 290 respondents, (31.4%) strongly agreed that women in paid labour contribute financially to their husband's families in times of needs, (52.1%) agreed, (10.0%) disagreed, while (6.6%) strongly disagreed.

Test of Hypothesis One

H₀: There is no significant relationship between women in paid labour and amiable relationship with their husbands in Federal Medical Centre, Jalingo, Taraba State.

H₁: There is a significant relationship between women in paid labour and amiable relationship with their husbands in Federal Medical Centre, Jalingo, Taraba State.

Hypothesis one was tested using the percentage values of the respondent's perception on items 1, 1 and 3 respectively in table 1.

Table 3: Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	32.221 ^a	6	.271
Likelihood Ratio	33.448	6	.301
N of Valid Cases	870		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 30.33.

Table 3 shows the chi-square test result from the SPSS for hypothesis I.

Level of significance = 0.05

Degrees of freedom = 6

Table Chi-Square = 12.592

Calculated Chi-Square = 32.221^a

P-value=<.271

At 0.05 level of significance with 6 degree of freedom, the table value of chi-square(χ^2_{table}) is **12.592** while the calculated value of chi-square (χ^2_{cal}) is **32.221**. Since the calculated value of chi-square (χ^2_{cal}) is greater than the table value of chi-square (χ^2_{table}), we reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1) which states that there is a significant relationship between women in paid labour and amiable relationship with their husbands in Federal Medical Centre, Jalingo, Taraba State.

Test of Hypothesis Two

H₀: There is no significant relationship between women in paid labour and cordial relationship with their in-laws in Federal Medical Centre, Jalingo, Taraba State.

H₁: There is a significant relationship between women in paid labour and cordial relationship with their in-laws in Federal Medical Centre, Jalingo, Taraba State.

Hypothesis two was tested using the percentage values of the respondent's perception on items 4, 5 and 6 respectively in table 2.

Table 4: Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	96.121 ^a	6	.220
Likelihood Ratio	102.637	6	.313
N of Valid Cases	870		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 24.67.

Table 4 shows the chi-square test result from the SPSS for hypothesis II.

Level of significance = 0.05

Degrees of freedom = 6

Table Chi-Square = 12.592

Calculated Chi-Square = 96.121^a

P-value=<.220

At 0.05 level of significance with 6 degree of freedom, the table value of chi-square (χ^2_{table}) is **12.592** while the calculated value of chi-square (χ^2_{cal}) is **96.121**. Since the calculated value of chi-square (χ^2_{cal}) is greater than the table value of chi-square (χ^2_{table}), we reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1) which states that there is a significant relationship between women in paid labour and cordial relationship with their in-laws in Federal Medical Centre Jalingo, Taraba State.

Discussion of Findings

The result of first hypothesis reveals that, there is a significant relationship between women in paid labour and amiable relationship with the husbands in Federal Medical Centre Jalingo, Taraba State. The finding is in consonance with Aguda (2016) who averred that, employment of women is no longer viewed as an act of disgrace to the family, and cannot bring about family instability. Rather, working wives exhibit important roles not only in their respective families but also at the workplace and the society at large. Working women contribute tremendously to the economic welfare of their families. Aguda continued that, it is clear that women contribute greatly to the upkeep of their families, and some families depend solely on their working wives' income that the gains from marriage are higher if both spouses specialize-one in income provision and the order in home production. Kachi (2013) averred that, women engagement in paid labour could certainly lead to power struggle between spouses and could destroy the home. Change in the occupational status of women may lead to situations that are harmful and ultimately destructive to marital harmony. Most women even go to the extent of travelling for days in search of greener pasture for the family without considering the great implication it has on the family.

The result of second hypothesis reveals that, there is a significant relationship between women in paid labour and cordial relationship with their in-laws in Federal Medical Centre Jalingo, Taraba State. The finding is in tandem with Ajaja (2018) who stressed that, the place of in-laws in a marriage especially in the African setting, cannot be underplayed or overemphasized. In-laws are deemed as being an integral part of every new family formed. In-laws are the persons someone becomes related to because

of marriage; especially the father, mother or siblings of the husband or wife one is married to. In Africa, marriage is not just a union between couples but the whole extended family. The findings is not in tandem with Adenuga (2019) who stressed that, it has been confirmed that most conflicts emanating between working mothers and their spouses and in-laws which in turn devalues the stability of most families could also be attributed to the working mothers. Many of these mothers who are engaged in paid labour are young and attractive and for the fact that they can provide their basic needs without assistance from their spouses and in-laws, they can disrespect their spouses and in-laws by exhibiting all kinds of non-challant attitude by ignoring invitations from their in-laws whenever they are called upon for deliberations regarding their non-challant attitude and other concrete issues affecting their families.

Conclusion

Paid labour gives married women self-confidence and financial self-determination in the family. Working class women are depended upon especially if their husbands are jobless and this can help to keep their families in unity or result into disharmony between the women and their husbands as well as disunity between the women and their in-laws. Women in paid labour instill confidence, social awareness and a sense of commitment to their spouses and entire members of the family with multiple moral and financial benefits. Women in paid labour can also act as role models in the society. On the other hand, their job patterns may have long-term consequences on the already established relationship with their spouses as well as create insolent and unpleasant instincts with their in-laws. A working mother, especially the one who has the good fortune to be able to balance her home and work, enjoys the stimulation that a job or career provides. She not only feels better about herself but also forced to take better care of herself in order to make an impression. Along with motherhood, a successful career adds to the completeness of being a woman. The major stresses of being a working mother remain lack of time, and a feeling of guilt, due to perceived neglect of the parenting role. However, the benefits of women's engagement in paid are numerous. They include, personal and moral benefits, financial rewards, and improved family life leading to family stability.

Recommendations

Based on the finding of the study, the study recommends are proffered:

1. Women that are engaged in paid labour can still exhibit love, honesty, and amiable relationship to their husbands as well as assists their husbands in numerous ways for the betterment of the family. So, husbands should allow their wives to engage in paid labour in order to experience continued love and amiable relationship with their wives.
2. Due to the fact that women engagement in paid labour can graciously accrues to having cordial relationship with their in-laws. Women should be encouraged by their families' members and in-laws to secure better employment opportunities which in turn lead to the women contributing morally and financially to the needs of their in-laws when the need arises.
3. Government and organizations in Nigeria should give ample opportunities to married women of employment age during recruitment exercise in the public/civil service. By so doing, the married women would be helpful by contribute benevolently to their families and well wishers which is an avenue for actualizing peace, harmony and family stability.

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