

POVERTY AND MULTI-TASKING: IMPLICATION FOR WOMEN SOCIO-ECONOMIC DEVELOPMENT IN BENIN CITY.

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SUMMARY

The antecedent of multi-tasking, connected to poverty has been associated with historical socio-cultural milieu essential for survival. Scholars agree their features are diverse but maintain that both have implication for family and society. This study perceives multi-tasking has social invention that interprets communal experiences of conventional coping strategy, and relatively sense poverty as a state of pervasive lack which has implications for women social development. It adopted Role theory and Social Exchange theory to clarify these relationships sociologically. The observed results indicate that poverty is a prime cause of multi-tasking among women and multi-tasking affect family up-bringing. Obviously, work-family relationship is normative and women social development is encumbered. The findings of the study have implication for women social development, family care and social development.

INTRODUCTION

The concept of poverty is not easy to delineate. It is beyond household living standard and comparison of incomes. Delineating poverty has to do with social judgment made by researchers (Diana, 2007). Poverty for Garba (2006) is the lack of command over basic needs with implication for individual dignity in participating in societal affairs. The World Bank (2008) identify the concept as a situation in which a person is not able to attain minimum standard of living, while Maguagwu (2000) argues that poverty is inherent in the capitalist society usually associated with the downtrodden masses. From this point of view; World Bank (2003) identified three kinds of poverty; absolute, relative and subjective poverty. Absolute poverty is that condition in which people do not have means to secure the most basic necessities of life. According to the World Bank, this means living on less than one dollar a day. Similarly, relative poverty exists when people are able to afford some basic necessities but are not able to maintain an average standard of living. Lastly, subjective poverty connotes comparing actual income against the income earner's expectation and perception (World Bank, 2003). Among the most affected by poverty are women and children (Buvinic, 1997). Many lack access to commercial facility and have been schooled only in traditional female

skills that produce low wages (Diana, 2007). These have contributed to global feminization of poverty, whereby women around the world tend to be more impoverished than men (Diana, 2007). Most women in Nigeria fall within the unprivileged class and suffer harsh socio-economic life as observed in rural areas where poverty is widespread at work place and domestic sphere in which majority of them wallow in abject and protracted poverty due to structurally disadvantage position in the social system (Umar, 2015). However, in contemporary social order, to meet basic needs and live free of adverse socio-economic conditions, most women go beyond domestic conception of maternal identity, multi-task, and have excelled in different spheres such as academics, politics, business and other human field of endeavours (Amaka, 2007).

In developing societies, women and men are often socialized in such ways that necessitate them to perform their traditional roles on a daily basis. However, as a result of impoverishment, move towards globalization and financial strains on households by unstable global and socio-economic environments, women are being required to join the workforce (Ntuli, 2007), though, their domain is in home and childcare. Medina and Magnuson (2009) argue that most women who have children are full time employees in different organizations, and that occupational roles played by these women have extended in diverse ways.

Statistic reveals that 80 percent of Nigerian women are poor, living below a dollar per day; hence women's engagement in various occupations as means of survival, to ameliorate poverty and cease being liability to spouses (Osemeobo, 2005). The multiple roles played by women to carter for both themselves and their family however has far reaching implications. Most women experience stress and the family suffers at the expense of a blossoming careers or occupation due to challenges associated with multi-tasking (Osemeobo, 2005).

OBJECTIVES OF STUDY

The objectives of this study are:

1. To investigate the cause of women multi-taking
2. To investigate the effect of multi-tasking on family

HYPOTHESIS

The working hypothesis for this study is that:

Ho: Poverty is not a prime cause for women multi-tasking.

H₁: Poverty is a prime cause of women multi-tasking.

LITERATURE REVIEW WOMEN

Etymologically, the term *women*- plural, is derive from woman-singular which is often connected to the womb. Women are referred to as adult females in any given population of the world. According to Earthtrend (2007) women account for 49.76% of world population. According to Brigid, (2008) women role differs from men in the society where they live given the dynamics of societal structure, values, needs and

customs, arguing that the socio-cultural role of women with the advent of agricultural communities revolve more around the home in preparing food, clothe making, care for young ones, crop harvesting and animal tending. They play vital roles in the creation and perpetuation of the human society. Similarly, Umar, (2015) submit that women perform emotional and psychological responsibility to ease other members of the family, live up to giving moral and social support profound to the socialization of young ones.

According to statistics, 52% of women are low pay workers, who struggle with financial challenges due to mostly loss of wages from reduced work hours, time out of workforce, family leave or early retirement (Francese, 2003). This phenomenon, systematically compounds poverty for women and thus feature as a prime identity which makes most women more concerned with the survival needs of their families (Ogwumike, 2012).With low educational status, lack of basic skill and the general unemployment condition, poverty thrives among most women in the country who fall within structurally disadvantaged group (Egware, 1997). The various poverty alleviation resources and programmes designed to erase the encumbering effect of poverty on women which include provision of meaningful education, employment opportunities, and sufficient basic infrastructure are made of non effect due to corruption, embezzlement and mismanagement (Ribadu, 2006).

The various vices in the society today stem mostly from women inability to effectively play their role in bringing up children properly given the perpetuity of poverty especially among women (Umar, 2015). Armed robbery, street begging, terrorism et cetera may have been nipped in the bud if the harrowing challenges of poverty had been eradicated, hence Soludo, (2008) averred that Nigerian women from different communities and working places are already responding to their poverty situation in diverse infamous, very unfortunate and sympathetic ways from trading, hewing of woods to begging in order to support their families (Soludo, 2008).

THE CONCEPT OF POVERTY

The concept of poverty and the problems it spawns are not easy to delineate and it has not seize to be the dilemma of academics and development debates over the years (Geoff et al., 2009). As a result, a multiplicity of definitions exists, as influenced by disciplinary approaches and ideologies. Some authours define poverty from dominant Western perspective in monetary terms (Grusky and Kanbur, 2006), while others sees it from a multidimensional view (Subramanian, 1997). These approaches include the basic needs approach (Streeton, Burki, ul Haq, Hicks, and Steward, (1981), the capabilities approach (Sen, 1999) and the human development approach (UNDP, 2006).These perspectives of poverty are demonstrated in their widespread use by the United Nations Development Programmes's (UNDP) Human Development Index (HDI), which comprises three dimensions of human development: (a) life expectancy, (b) educational attainment and (c) standard of living in terms of purchasing power parity (UNDP, 2006).

In the most basic sense of it, poverty is defined as a state of helpless, dependence and lack of opportunities, self-confidence and respect on the part of the poor (OECD, 2006). Ake, (1981) observed that poverty is a phenomenon that develops as a result

of inadequacy foisted upon a group of persons by structural circumstances. These structural circumstances involve relationships of social, political and economic dynamics (Ake, 1981). Poverty arises where there is surplus to go round but the surplus is appropriated by some people thereby creating inadequacy among majority (Edith, 2007). Poverty manifests itself in incidences of prostitution, corruption, robbery, street life, increased unemployment, living standard in the squalor, acute malnutrition, short life expectancy and human degradation (World Bank, 1996). Poverty continues to exist partly as a result of weak government commitment along with the exclusion of nongovernmental organization (Cleaver, 1997) and the non-rewarding domestic task women are socialized to undertake. The incidence of poverty remains high with one out of every two Africans living under the poverty line (Daouda, 2015). Poverty is complex and there are no simple solutions, given its ubiquitous nature. The uncertainties of the poor are endless; people stuck in extreme poverty have worries about many things that much of the world rarely even thinks about (Kellie, 2006).

WOMEN, POVERTY AND MULTI-TASKING

Since the 1990s, women have become more involved in the world of formal work and business, and most have risen to the challenge of family life and demand. This is informed by demographic, economic and attitudinal shift in the last four decades. (Gunton, 2012). Technological advancement and the arrival of the information age pave way for women to be involved in spheres they otherwise would not (Carr-Ruffino 1993). In developing nations of the world, given the trending impact of unstable socio-economic environment arising from world economy and national financial strains; household women are now forced into labour for income support, personal satisfaction, social requisition and personal gratification (Ntuli, 2007)

Poverty begets poverty, and the case of Nigeria is a long standing one. According to the indicator cluster survey published by Federal Office Statistic (FOS) 1996, only one out of every ten Nigerians can be described as non-poor. The other nine are either 'core-poor' or 'moderately poor' (www.marxist.com27/8/04). Poverty is a dominant factor in developing countries forcing countless number of people to migrate from rural to urban centre. Women who migrate to urban centres for work are usually forced to glean a living in the informal sector (Osemeobo, 2005) and are faced with the need to juggle mothering and working roles. In addition, the United Nations Development Programme UNDP (2002) submit that Nigeria's development index (HDI) value is 0.400 which implies that Nigeria is poor and ranked 137th among 174 nations of the world with low development index. Poverty has shackled most Nigerians, with women and children-the worst hit and their life has become characterized by untold hardships, intolerable struggle for survival and general apathy for everything (Ogwumike, 2012). In her work on the extent of poverty among women and their households in Benin City, Okojie, (1987), identified some factors as key indicators of poverty among women: housing, illiteracy rates, and possession of consumable, unemployment/ underemployment/ low incomes, and inability to cope with needs of members of households. All the named indicators are relevant to this study, given the fact that they

all in one way or the other indicate and suggest lack and presence of poverty-the antagonistic nature which forces women to multi-task(Okojie,1987).

Multi-tasking is a relatively broad concept, developed in psychology over several decades of research (Salvucci and Taagen, 2010). It is the simultaneous performance of several tasks which allows individuals to squeeze in more tasks and get more things done within a limited amount of time (Spink, Cole, and Walter 2008). Women are involved more in multi-tasking than men (Offer and Schneider 2011), and mothers tend to be more involved in routine, labour intensive and rigidly scheduled chores and also spend more time doing mental labour, including planning, scheduling, coordinating, managing and planning events and activities for the family(Bittman 2008; Arendell 2001).

Studies have shown that women are better in multi-tasking than men (Ren et al, 2009). According to recent report, the number of working women has more than doubled from 6.1 percent in the 1970s to 14.4 percent in the late 2000s (Williams and Boushey 2010). This is as a result of increased demand at home and family responsibilities which include housework, caring for children and aged parents (Moen and Yu 2000). Women's labour contribution becomes critical and substantial for food security and economic transformation of the family and well-being of children especially in poor household (Arora, 2014). Multi-tasking is stressful and has negative cost associated with it for women because, on the one hand, as workers, women are expected to act in ways that fulfil work ethic and on the other hand as mothers, women are expected to be fully committed to their family, attentive to children's need and their development and also be fully involved in managing their household (Williams, 2010). The demand at work and the pressure of intense parenting results in lack of focus, memory deterioration, and increase in stress level which impact negatively on the social and physical status of the woman as well as the family (Sow, 2010).

THEORETICAL FRAME WORK: THE ROLE THEORY AND SOCIAL EXCHANGE THEORY

THE ROLE THEORY

The role theory depict that social life could be compared with the theatre where actors plays predictable "roles (Biddle, 1986)". Connected to this school of thought are George Herbert Mead (1934), Ralph Linton (1947) and Jacob Moreno (1934). Role theory is a contemporary progeny of two theoretical perspectives in Social Psychology which are Structural Functional Role theory and Symbolic Interactionist theory. Role is an inclusive concept that refers to position in a group, and to socially recognized actors in the society (Stryker and Statham, 1958). It is also a set of expectations society places on an individual by which their activity is socially regulated and patterns of action predicted. It corresponds to the expectations individuals perform in their daily lives.

Role theory proposes that human behaviour is guided by expectations held by both the individual and significant others. It holds that extensive proportion of observable and day-to-day social behaviour is simply a person carrying out his/her role much like an actor would perform on stage (Walker, 1992). The enactment of numbers of roles

is advantageous because it means that an individual is better prepared to meet the demands of social life (Sarbin and Allen 1968). In particular situation, a multiple role taker has a better chance than a novice in novel and critical situations (Thies, 1999). Roles are continuously modified to meet present demand and are subject to supply balance of benefits to costs for actors.

In the Nigerian cultural context, traditional gender roles provide sufficient expectation for women to experience more family work. The Nigerian culture encourages and supports the traditional gender division of labour in the family. However, recent trend has seen women move into paid labour force. This places demand on working women who are expected to combine the traditional gender roles with new stipulated working condition their profession requires.

Whenever a woman picks up a paid job, it increases her work load and chores. This according to Hirschfeld (1989) is described as the second shift. This means the responsibility a woman takes up when she gets home from work. While the culture and tradition demands a woman should be a wife, mother, and homemaker, the contemporary social economic demands forces them to take up job outside the home in order to realize societal ideals. This multiple role heightens the demand on their time which invariably causes them to multi-task in order to average the time spent at work as well as at home.

A woman can always fit into several roles because she is required to change behaviour to fit into expected roles which have great effect on her attitude and performance. For example, a woman, while playing her role as a mother and wife can also find herself in a situation where she becomes the bread winner of her family. This could result in role ambiguity, in which case the platform for behavioural change becomes the unavoidable need to multi-task.

SOCIAL EXCHANGE THEORY

Analysis of social interaction by various variants of social exchange theory rests their conjecture on the disputation that human interaction is stimulated by desire to seek rewards and comfort, and to avoid pain, loss and potential cost (Homans 1958). This submission suggests that behaviour is driven by exchange of rewards between human actors; hence human action is purposive and obtains in complex interdependent social exchange process in a market-like social environment functioning within a definite social and institutional structure (Zafirovski, 2005). Social exchange is governed by reciprocal stimuli which continue if reciprocity is not violated. Coleman (1986) considers this as the 'paradigm of rational action borrowed from economics' which explains why social relationship remains stable if social exchange stay consistent.

Social exchange theory holds that the perception of reciprocity in social relationship causes individuals to feel more satisfied with and maintain those relationships. At the core of this assumption is the contention that human is rational beings that make rational decision within the context of rewards and costs. All human behaviour comes with costs and benefits (Homans, 1958). At its most basic level, social exchange theory was regarded as proviso of economic metaphor of social relationship (Cook, 2000).

The fundamental thrust of social exchange theory is that in social relationships, human beings are self-seeking to the extent that they choose actions that maximize the likelihood of meeting their self interest. Thus social exchange theorists propose that: individuals are generally rational and calculate both the derivable costs and benefits involved in social exchange. Secondly that, social actors are always seeking to meet their individual needs and thus do everything possible to make profit and lastly that social relationship produces stronger rewards for some and weak rewards for others. Given that all social life is driven by a degree of reciprocity on the part of actors; social exchange is therefore characterized by approximation of derived benefits (Olutayo & Akanle, 2013).

In social exchange, individuals are more likely to be comfortable when the 'tangible and intangible' benefits from a relationship approximate what they put into the relationship; this is what Homans, (1961) referred to as reward and cost in social exchange. In Nigeria, most women work to meet fundamental and other pertinent obligations within and outside the family. Most women work extra hours and hard to meet expectations in order to attain above poverty line living. They engage in various socio-economic endeavours from which mostly financial reciprocity and other form of benefit is derived. This activity becomes a model of action driven by calculus of expected utility as observed by Macy & Flache, (1995) as principles of extra economic exchange that operates behind actors mind. Thus the motives, actions and interaction of women thus become economical which is crucially related to the degree of tangibility values derived from such.

METHODOLOGY

Geographically, Benin City is a coastal plain of about 78.64 meters above the sea level and covers 1125sq.km expanse of land which rests between latitude 6° and 7° 13 N and between longitude 5°E and 5° 45 E with a total population of 1,086,882, and the city is politically divided into three Local Government Areas namely: Oredo, Ikpoba-Okha and Egor (Nigeria Population Census, 2006). The research was conducted within the Benin metropolis in Egor local government using structured questionnaire and in-depth interview guide. The population relevant to this study is that of working married women (academic, non academic, bankers, and entrepreneurs). Using the convenient and accidental research technique, 100 women were sampled: 20 women from various faculties within University of Benin, 20 others from the various financial institutions within the University (First Bank, Zenith Bank, Wema Bank, Access Bank, and Guarantee Trust), 10 others from the security department and the rest 50 from privately owned ventures and businesses within the Benin metropolis. Data from the interview were analyzed using percentage table and chi-square. The interview centred around the following issues: Being a mother and a worker, poverty and multi-tasking, single parenting, work-life and family life, multiple work role and family upbringing,

FINDINGS

The bulk of the respondents were mostly aged 41-50 years, with smaller representation among the 20-30 and 31-40 years of age. In other words the bulk of

the respondents fall within the age group of women development index set by the World Health Organization. From the survey of 100 women, 71% of them are married, 17% are single parent and 12% are divorced. Our analysis of data on the educational background of respondents indicates that 41% are B.Sc holders, 32% had HND certificate, 19% had MSc and 2% had Ph.D. The disparity in academic level of respondents could be as a result of socio-economic background of parents and their understanding of the impact education can make in a child's life.

All the respondents have children, and on the basis of the variable of being a mother, worker and multi-tasking, the data shows that all the respondents are mothers however 17% of them are single parents. The data also reveal that all the respondents are worker and regularly multi-task, standing at 100%, but only 60% are gainfully employed and maintain other sources of income generating ventures, while 40% are in main stream business sector as their primary source of income. All the respondents claim to multi-task and work on an average of 5days a week only 10% of the respondents assert that they work all week-long. The finding supports Medina and Magnuson (2009) who argue that most women who have children are also full time employees in different organizations, and that occupational roles played by these women have extended in diverse way and for those who work all week-long, it could be as a result of the fact that their merchandise are consumable and warrant preserving and quick off sales to avoid it perishing. Also, the essence of work is to earn more money to cater to self and the family.

Motherhood with multiple work-roles could result to family strain.

**Table 1:
MULTI-TASKING WORK ROLE AND FAMILY UPBRINGING**

Multiple work roles lead to poor upbringing of children.	Response	Frequency	Percentage
	Strongly agree	19	19
	Slightly agree	10	10
	Agree	31	31
	Strongly disagree	09	09
	Slightly disagree	21	21
	Disagree	10	10
	Total	100	100

Source: Fieldwork, 2015

The respondents consent that multiple work role result to family compromise of various kind. It also leads to poor upbringing of children because of the limited time spent with them by their parents leading to poor training and exposure to wrong habits. Multi-tasking also encroaches upon the attention of mothers in properly raising their brood as a result of diversified attention into socio-economic matters away from family affairs. This is underscored by 60% of the respondents who agreed that multiple work role leads to poor upbringing of children while 40% disagree disproportionately. The data above support Umar's position that the various vices in the society today are as

a result of women’s inability to effectively play their role in bringing up children properly given the perpetuity of poverty especially among women (Umar, 2015). Armed robbery, street begging, terrorism et cetera may have been nipped in the bud if the harrowing challenges of poverty are eradicated. Soludo, (2008) averred that Nigerian women from different communities and working places are already responding to their poverty situation in diverse infamous, very unfortunate and sympathetic ways from trading, hewing of woods to begging in order to support their families. The functional pre-requisite of this is to provide for their family, however, the dysfunctional side as turned out an issue to resolve as indicated by the table above.

Although mothers multi-task, the table below reveals the principal reason for it is poverty.

Table 2: POVERTY AND MULTI-TASKING

Poverty leads women to be involved in multi-tasking?	Response	Frequency	Percentage
	Strongly agree	39	39
	Slightly agree	10	10
	Agree	26	26
	Strongly disagree	05	05
	Slightly disagree	18	18
	Disagree	02	02
	Total	100	100

Source: Fieldwork, 2015

The table above shows multi-tasking among women as an indicator of poverty. From the above table, it is revealed 75% of the women opine that poverty is the basis for multi-tasking, while 25% hold different opinion on the discourse that poverty is the basis for multi-tasking. The statistic revealed corroborate the argument of Osemeobo that 80 percent of Nigerian women are poor, living below a dollar per day; hence women’s engagement in various occupations as means of survival, to ameliorate poverty and cease being liability to spouses. The multiple roles played by women to carter for both themselves and their family however has implication. Most women experience stress and the family suffers at the expense of a blossoming careers or occupation due to challenges associated with multi-tasking (Osemeobo, 2005).

TESTING OF HYPOTHESIS

The following null hypothesis was tested

H₀ - poverty is not a prime cause for women multi tasking

0 cells (.0%)

less
From the chi
analysis
0.05 level of
and degree

	Is poverty a prime cause for women multi-tasking
Chi-Square	23.560 ^a
Degree of freedom	4
Significance level	.000

have expected frequencies than 5. square above, at significance of freedom 4,

on the chi-square table. The value of the chi-square table is 9.49 and the calculated value of chi-square is 23.560. Given this position, the null hypothesis which states that poverty is not a prime cause of multi-tasking is rejected and the alternative hypothesis which states that poverty is the cause of multi-tasking is accepted. On this premise the Null hypothesis is rejected and the alternative hypothesis accepted. From the test of hypothesis, it was discovered that poverty was the major reason for women multi-task and play multiple roles in the society in order to improve on their standard of living.

ON THE REASON WOMEN MULTI-TASK AND ITS IMPLICATION

In an in-depth interview conducted with some respondents on the essence of multi-tasking, these comments were made:

Women nowadays are very different from before, no woman wants to be insulted or looked down upon because of money or something like that...you have to work to take care of yourself and do what you want to do with your life. Women bear the major burden in the home and this is so unfair on us. Waking up early, sitting up late and catering to many things including the family is not easy, I feel like I don't have a social life anymore...but one has to make ends meet, and that's why we continue to work. (A Banker, 35 years old, interviewed on the 12th of August, 2015)

Why is someone working before? Is it not because of money? No one likes to be poor. Poverty is a bad thing. Though I make money, I feel guilty of my family responsibilities as a mother...my children stay with my neighbour till I return in the evening. I really don't like it but I just have to manage like that every day (A Business women, 45 years old, interviewed on the 12th of August, 2015).

As a lecturer, I have experienced conflict between my work-life and family-life especially during the period when my children were much younger. I have to huddle with their school runs and my work. Although, my husband was supportive sometimes, I was the only one doing the major task in the family and this made stress a part of my life...I realized the only solution was to plan my schedule which is what I did and it help reduced the stress (A Lecturer, 45 years old, interviewed on the 12th of August, 2015).

IMPLICATIONS

Multi-tasking, a resultant phenomenon of poverty among women in urban communities like Benin City has several long standing implications for women, families and the society especially in this contemporary time. An ideal society is one which holds no pain, lack or indigence of any kind to parents and put no pressure of survival on families. This however, is never to be the case with the intricate and seemingly pervasive effect of poverty that exists among women.

Women from environment where poverty is pervasive tend to put more pressure on their (body) health by working extra hours than required and this has health

implications. Deprivation of recreational time among most women leads to stress, aggravates the deterioration of their health and social-life. This results in aging, reduction in life span and high maternal mortality.

It may be true that hard-working women make more money and earn respect in the society, but the survey revealed that families suffer certain ills of mal-socializing children as a result. Children left without proper parentage become victim of media and peer tutelage. Such children could become delinquent and criminal in future. The negative tendency of multi-tasking include extra-marital affairs, women becoming the bread winner in a family in which case contention may arise between a man and his wife as a result of insubordinations.

In addition, poverty places most women in exploitative labour because of economic compulsion. Women actively engage in ventures they otherwise would not and accept opportunities with conditions attached to them. Women who work in such conditions seek coping mechanism to succour from time poverty by recruiting the services of domestic assistance, day care services, and in extreme cases seek legal re-dress of divorce to cope with demands and exigencies.

CONCLUSION AND RECOMMENDATION

Poverty incidents itself in various ways and one of the efforts aimed at breaking it, is multi-tasking among women. This economic endeavour assumes different forms one of which is the combination of different work-role especially among women in Benin City. The exposition of this activity has resulted to compulsive social welfare endeavour which has made worse women's health, social and family life. The double burden of work inside and outside the household that women bear adversely impacts on their well-being and capacity to socially develop, adequately interact and self actualize. The society however is at the receiving end of this phenomenon, both as the prime cause and as the continuous perpetrator of such social problem. Empirically, it was established that whereas poverty is a prime cause of multi-tasking, multi-tasking itself impacts on family life and children upbringing. Multi-tasking among women reflects different generic phenomenon, hence tracer studies is recommended with a view to identifying other causal factors that tend to support it. This study therefore recommends that:

1. An appropriate policy should be formulated that addresses the crucial socio-economic needs of women and that also facilitates a change in the existing pattern of household allocation of responsibilities in the family in Benin City.
2. The government should initiate a policy that take into cognizance women work time as different from men. This will enable them to soundly maintain the home front while at the same time enjoying professional experience and other activities that socio-economically develop and advances their potentials.
3. Social services should be instituted by government that among other things serve to buffer women's work condition and service in the society. This will serve to remove discrimination, marginalization, financial constraint on families (especially families with single female parent) and other forms of socially indiscriminate exchanges women experience in the society and most women and family will fare-well as a result.

4. Though poverty in Africa and particularly in Benin city, Nigeria is arguably pervasive, hence government policies should be deliberately aimed at eradicating poverty from the grass-root level especially among women and children, given the fact that these categories of individuals are the worst affected by this social-economic condition.
5. Although gender role is entrenched in Benin culture, working mothers should be given financial incentive at work relative to their years of work experience, status and position. Also, avenue for independent source of income for working mothers should be encouraged by the government without any rigorous condition attached.

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