



## IMPACT OF MATERNAL EMPLOYMENT ON ADOLESCENTS' DEVELOPMENT

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### **Abstract**

*Results suggest that whereas early maternal employment does not have an effect, recent maternal employment significantly decreases grades. Although women are easier to employ than men are due to their salary demands, women also face the challenge of defending their rights as mothers in a working environment. While a wave of feminism made it possible for more women to be present in the work place, many mothers took advantage of that new found independence raising the percentage of working mothers to almost 50% in 2009. In this article, the effects of early and recent maternal employment on a child's academic development are identified as measured by high school grades. More children today are being raised in households with mothers who work for pay compared to a generation ago, when most mothers did not engage in marketplace work. Since most jobs in the United States only offer maternity leave for the first four to six weeks of a child's life, the reality is that mothers are generally back to work when their child is still an infant. Recent statistics indicate that 75% of mothers work full time in the first year of their child's life. Mothers with younger children are less likely to work than those with older children. Results also show that the effects of maternal employment do not differ for boys and girls. Department of Labour, the increase of mothers in the workforce, with children under the age of 18, has risen to 70. The added pressures of working mothers' rests on the stereotypical, gendered assumptions that women are the prime care takers of children, which is a fact that is often reflected in privileges and advantages in the work place between men and women.*

**Keywords:** *Adolescents, Maternal Employment, Needs For Achievements, Risk Behaviour In The Adolescent & Emotional Maturity of Adolescence.*

### **Introduction**

Some mothers may choose to stay at home and adopt the traditional homemaker role. Others might prefer to work outside home, living life to its full potential. When choosing between staying at home and working outside, mothers tend to analyse what's best for their children. There can be both negative and positive effects of working mothers on their children. While working moms can teach their children some invaluable life skills, they can also make the child feel neglected at times. With the emergence of a new economic pattern, increasing opportunities for education, rising standard of living and increased modernization, women from the middle and upper class families have also started coming out of their traditional role of a home maker to join the work force. The number of working women has been increasing year by year. The increasing number of women in the work force has created a number of problems to their children and paved way for controversies regarding maternal employment and child development. There is a general feeling that the maternal employment brings emotional deprivation to the school age children. Adolescence is one of the important periods of life. It is characterized by numerous problems. With the demands of globalization, the nature and number of challenges have become still more compared to the yesteryears. Family, which plays an important role in the personality development of adolescents, is undergoing structural, emotional and interactional transformations. The contributions of mothers in shaping the personality of their children cannot be ignored. But an unprecedented number of women, especially mothers are entering the labour force either due to economic necessity or in search of identity. This has led to radical shift in the traditional role of mother as a 'care taker' to a 'bread earner' and has altered child rearing goals and practices. Quite a large number of empirical studies have yielded conflicting evidences regarding the impact of maternal employment on their children (Hangal & Aminabhavi, 2007). Based on previous research works, especially two theories regarding the impact of maternal employment have been emerged i.e., the guilt-over protection theory and the neglected theory. According to the first theory, the employed mother feels guilty about leaving her children and tries to compensate with love and over protection. The second theory presumes that the dual role creates role strain and leads to child neglect (Hangalet ah, 2007). Adjustment is defined as a process which helps in making a compromise between the individual's own need and the demands of the environment. A well-adjusted person is considered to be guided by long term satisfaction of needs and to maintain a harmonious and satisfying relationship with his environment. Muni and Panigrahi (1998) reported that children of working mothers were better adjusted in the classroom setting than those of non-working mothers. Maternal employment was not a burden rather it was an asset for children. The concept of achievement is characterized by a desire to attain a high standard of excellence and to accomplish the unique objectives. In such a situation individual shows concern with competition with standard of excellence. Achievement motive is a drive aroused by inducing a situation 'ego-involvement' and it varies from person to person, group to group and is open to cultural influences. The emotional maturity refers how much a person is emotionally mature, i.e., the capacity of a person to withstand different emotional conditions of life. One of the attribute of maturity is a firm sense of reality and is characterized by person's flexibility and adaptability. Individual's emotional maturity finds its genesis in his/her mother. An emotionally mature child has the capacity to make effective adjustment with himself, members of his family, and his peers in the school,



society and culture. Sharma (1986) has revealed that the children of non-working mothers were found to be more excited, tender hearted, sensitive, dependent and more protective and Rane (1986) found that neurotic disorders were located in the children of working mothers.

### **Childreing Patterns**

Previous research has presented some evidence that employed mothers encourage independence in their children more than non-employed mothers do. And, mothers who cited the goal of obedience, or the goal "to be feminine", were more likely to have daughters who were shy, non-assertive in the classroom, and had a lower sense of efficacy, while citing the goal of independence showed the opposite effects. In the middle class, the full-time homemakers indicated more frequent positive and educational activities with their children than the employed mothers; but in the working class, more frequent positive and educational activities with daughters were reported by the employed mothers and there was no difference for sons. For example, the higher use of authoritative controls by employed mothers in the working class, a style in which the child is given reasons and explanations, was related to their children's higher academic performance, and the more punitive style of the homemakers predicted conduct problems in school. In the Michigan study, we found that, across social class, employed mothers in contrast with full-time homemakers, showed less differentiation between sons and daughters in their discipline style and in their goals for their children. We also found that employed mothers, compared to full-time homemakers, were more likely to cite independence as a goal for their daughters and less likely to indicate that "obedience" or "to be feminine" was their goal. The encouragement of independence and autonomy in girls, on the other hand, would have a positive effect since they are traditionally given too little encouragement for independence. In addition, employed married mothers held higher educational goals for their children and this was related to children's test scores. However, on a measure of how often mothers expressed overt affection toward their children, employed mothers were higher across class and marital status.

### **Objectives of the Study**

- To study the effect of maternal employment on emotional maturity of adolescence.
- To study the effect of maternal employment on emotional maturity among rural boy and urban boy's adolescence
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### **Research Methodology**

This paper basically depend on the secondary source of data such as books, journals, magazines, newspapers, bulletins and also primary source of information/data used through personal interview of respondent/employed parents.

### **Long-Term Impact of Maternal Employments**

In 1991, the National Institute of Child Health and Development initiated a comprehensive longitudinal study in ten centres across the United States to address questions about the relationships between maternal employment, child-care experiences and various outcomes in children. The leaders of this study were among the most respected researchers in the field of developmental psychology, making the conclusions of this research particularly worthy of attention. In terms of the behavioural adjustment of children of middle class or upper middle class mothers who worked when they were infants; Full-time maternal employment begun before the child was three months old was associated with significantly more behaviour problems reported by caregivers at age 4½ years and by teachers at first grade; Children whose mothers worked part-time before their child was one year old had fewer disruptive behavioural problems than the children of mothers who worked full-time before their child's first birthday. This increased risk for behavioural difficulties was apparent at age three, and during first grade; the pathway through which those protective effects of part-time work operated was through increases in the quality of the home environment and in the mother's sensitivity. Children of mothers who worked full-time in the first year of that child's life received modestly lower child cognitive scores relative to children of mothers who do not work on all eight cognitive outcomes examined. Associations at 4½ years and first grade were roughly similar in size to those at age three; Mothers who worked full-time were more likely to have symptoms of depression; Lower cognitive scores were not found in children of mothers who worked part-time during the first year of their child's life. While these findings point to the need to consider the impact of full-time maternal employment on children, particularly before they are three months old, some benefits of full-time work were found in the area of the mother's ability to be sensitive to her child. Mothers who worked full-time tended to use higher-quality substitute childcare and to show higher levels of sensitivity to her child. The researchers speculate that the higher levels of maternal sensitivity seen in employed mothers might have stemmed from their having greater financial security. A recent meta-analysis of 69 research studies spanning five decades, evaluating the impact of maternal employment, came to similar conclusions as those summarized above. Early maternal employment was found to be associated with beneficial child outcomes when families were at risk because of either financial challenges or as the result



of being single-parent families. In those families, children of working mothers showed higher levels of achievement and lower levels of internalizing behaviours such as anxiety and depression. These benefits are generally explained by a compensatory hypothesis that views work in those families as providing added financial security, lower levels of family stress and enhanced learning opportunities for children who would otherwise be home with a parent who is dealing with the ongoing stress of poverty and child-rearing challenges with little external support.

Employment was associated with negative child outcomes, however, when children were from intact, middle class families that were not at risk financially. In those families, early full-time employment (relative to mothers who were not working outside the home) was associated with later risk for child behavioural difficulties. It should be noted, however, that this increased risk was not the case when mothers worked full-time when their children were toddlers or pre-schoolers. It appears that working full-time when the child is an infant a critical period in terms of attachment and emotional and cognitive growth is more likely to be associated with subsequent difficulties. In the case of single-parent families, or families otherwise facing poverty, the impact of maternal employment appears to be mostly positive. In the case of middle class or wealthy families when the mother is working full-time, particularly in the early months of a child's life, there appears to be a mildly increased risk for later behavioural problems and subtle cognitive impact relative to mothers who aren't working or are working part-time. It is very important to note, however, that these conclusions cannot necessarily be generalized to our community. There are numerous variables that may differ. For example, in the case of kollel families, where husbands learn full-time, the possibility of a more flexible schedule may result in fathers having the potential of greater involvement in their child's life than in the case of a father who is employed full time in a traditional job. Similarly, grandparents might be more actively involved in caring for their grandchildren a factor that is generally associated with improved childcare and improved outcomes.

#### **Positive Impact on Child Development**

A stay at home mom who is unhappy with her life cannot be a positive influence in her kids' lives. A working mother with some sense of accomplishment and satisfaction can serve as a good role model for her kids. Children can get inspired to pursue their dreams and ambition. Moms who effectively manage work and family can instil good work ethic into their kids. They could especially help their daughters break stereotypes and work for whatever they wish to accomplish in life. Working mothers have to manage a plethora of activities. They encourage their kids to take responsibility. With both parents working, each family member has to play a more active role. Kids learn skills that they would not learn otherwise. Raising independent children prepares them for the real world and inculcates in them sense of responsibility. Working moms spend quality time with their kids to compensate for the amount of time they do not spend together. Kids also look forward to spending time with their parents. They do not take their mother's attention for granted. Children of a stay-at-home mom might get used to their mom's attention round the clock and fail to acknowledge her efforts. The financial benefits that come with having both parents work, such as going to good schools and pursuing extra-curricular interests can inculcate a sense of security in kids.

#### **Negative Impact on Child Development**

Poor-quality day care services can hamper a child's emotional and social development. Under-qualified and over-burdened staff and poor facilities at the day-care can affect your child's physical and psychological health. Moms might feel over-burdened and weary of trying to balance work and family. If moms bring their frustration home, children could develop a negative attitude. They could perceive her work as a source of distress for their family. Mothers, in spite of having their kid's best interests at heart, might fail to provide their kids a safe emotional outlet. They might not be enthusiastic to hear their kids' issues after a hectic day at work. Kids in such cases could resort to finding an outlet elsewhere or simply feel that their parents are not interested in their lives. Problems can arise between parents over the mother's employment. Such parental conflict can adversely affect children. It could damage their self-esteem and make them insecure. A stay-at-home mom who is unhappy about her situation cannot be an ideal mother. On the other hand, many mothers would find contentment in staying at home with their kids. The most important factors of a child's development and well-being are the mother's sense of fulfillment and quality of time spent together. If a working mom can ensure that her kids are well loved and well cared for, then she ought not to feel guilty about anything. It is the quality of parenting that counts. Women can be good mothers regardless of whether they stay at home or work outside.

#### **Awareness About Full-Time Versus Part-Time to Working Parents**

Although based on relatively small levels of statistical significance, the findings of a number of well-executed studies suggest that when parents have a choice early in their child's life (particularly during the first three months), they should consider working part-time. During that critical period, when there is an option, the father should make an effort to be present in as active a parenting role as possible. Similarly, if at all feasible, grandparents should be more actively recruited to take care of their grandchildren when they are infants and both parents are working full-time. This has an added benefit since research has found that actively-involved grandparents serve a crucial role as a protective buffer against the potential harmful influences



of parental stress. It is important to note that the potential dangers of full-time versus part-time work are only found in middle and upper middle class families. This recommendation is therefore most relevant for the segment of our community that falls in that category. The finding that full-time mothers are at times at greater risk for depression should not be taken lightly. Researchers have found that infants are clearly impacted by their mother's depression. Infants of parents with depression have been found to have difficulties with self-quieting, lower activity levels and decreased ability to attend. Relative to the children of non-depressed parents, their affect tends to be more negative, as typified by increased likelihood of expressing sadness and anger. Equally important are the studies on the role of chronic stress in parenting. Powerless parents are more likely to: be hyper-vigilant with their child; focus on the negative, while ignoring improved behaviour; engage in coercive and punitive parenting; misread neutral child cues as malevolent, and derogate child in efforts at power repair. This style of parenting frequently engenders high levels of resistance and at-risk behaviour in the adolescent. The implications of this body of research are that high stress levels, and particularly depression in stressed-out parents, can have long term implications on child development. The community needs to take this into account when prioritizing the need to provide young parents with support.

### **Working Parents Bad for Children Personality Development**

The children of mothers who return to work full time in the years before they start school have slower emotional development and score less well in reading and maths tests, according to a study published today by the Institute for Social and Economic Research. The disadvantage starts in primary school and persists into early adulthood, with lower educational attainment, higher unemployment and greater likelihood of childbearing early in life. An early return to work by the mother reduces the child's chances of progressing to A-level from 60% to 50%. The employment patterns of the father have little effect, said the study by John Ermisch and Marco Francesconi, professors at Essex University. They found that in Britain, the adverse effect on children was the same whether mothers returned to work full time before the child's first birthday or before the age of five. This ran counter to studies overseas suggesting that a return to work in the first year had more impact on the child. They said the consequences were less severe for the children of better-educated mothers. And the positive effects of higher household income brought about by the mother returning to work went some way to compensate for the negative effect of reduced contact in the early years. Prof Francesconi said last night: "Even the children of highly educated mothers who go back to full-time work early will have lower educational attainment. But the disadvantage will not be as much as it is for less educated mums." He said the findings came in part from studies comparing the outcomes for siblings, looking at the relationship between educational attainment and the age at which the mother returned to full-time work. This confirmed that the negative effect of an early return could not be explained by differences between families. The study was presented as the first large-scale appraisal of international research on working mothers. It said: "The long-term effects of maternal employment have their strongest manifestation in lower educational attainments for children in their late teens and early 20s." Much of the report looked at what happened to children in two-parent families. But it was gloomy about the prospects for the children of lone parents with low educational qualifications being encouraged by the government to take low-income jobs. The National Family and Parenting Institute said the ISER report ran counter to a recent study of women from Bristol University that showed the timing of a mother's return to work had no influence on their children's development. A spokeswoman said: "This debate has been rumbling on for a long time without getting anywhere... Findings like this have a massive effect on the self-esteem and levels of guilt experienced by working parents." "For many people the choices about working or not working are entirely financial - particularly on the question about whether to work full time or part time. "Other research shows parents would like to spend more time with their children. Often it is working practices, particularly for men that prevent this. We work the longest hours in Europe and the institute is campaigning to change that. "There are undoubtedly many women who would prefer not to work, or to work part time. But those options are simply not there for them. Parents are increasingly finding creative ways to be with their children more, such as shift parenting."

### **Conclusions**

Many mothers spend the greatest part of their day away from their children, even their infants. More than one of every two Indian mothers with a child under the age of 5 is in the labour force; more than two of every three with a child from 6 to 17 years of age is. And the increase number of children growing up in single parent families is staggering. Maternal employment is a part of modern life, but its effects are still debated. Lois Hoffman(1989) describe some possible influence of maternal employment on children's development .In her view, because household operation have become more efficient and family size has decrease in Indian ,it is not certain that children today receive less when both parent work outside the home than children in the past whose mother were not employed. Parent might spend less time than in the past keeping the house clean or pursuing hobbies. Time once split among several children might now be focused on just one or two. It also cannot be assumed that the child would benefit from the extra time and attention from a stay-at-home parent. Parenting does not always have a positive effect on the child. Parent may overinvest in their children; worrying excessively and discouraging the child's independence .The needs of the growing child require parents to give increasing independence to the child, which may be easier for parents whose jobs provide an additional source of identity and self-esteem. A number of researchers have found



no detrimental effects of maternal employment on children's development .Work can produce positive and negative effect on parenting, work related stress can spill over and harm parenting, but a sense of well-being produce by work can lead to more positive parenting.

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