

MARRIAGE AND THE WORK-FAMILY DELIMMA: A COMPARATIVE ANALYSIS OF WORK-FAMILY CONFLICT AMONG MARRIED AND UNMARRIED WOMEN IN INFORMAL SECTOR

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ABSTRACT: This study investigates how marital status affects work-family conflict experiences among female dressmakers and hairdressers in Konongo-Odumasi, Ghana. Employing Descriptive Survey Designs in the constraints of a positivistic quantitative research paradigm, the study surveyed 200 self-employed women comprising 100 married and 100 unmarried, selected by a multi-stage random sampling method from 5 locality clusters. Data were collected using structured questionnaires and had high reliability (Cronbach's Alpha=0.802), which indicates a strong internal consistency. Married women reported much higher work-family conflict ($M = 3.94$, $SD = 0.58$) than women who were not married ($M = 3.21$, $SD = 0.73$). This difference was statistically important ($t = 4.55$, $p < .001$). Married women (mean = 3.94, SD = 0.58) experienced significantly higher WFC than unmarried women (mean = 3.21, SD = 0.73), with $t(198) = 4.55$, $p < .001$. The study reveals that all participants of the survey reported WFC-related balancing work-family roles; however, married women were the most impacted due to traditional gendered social

expectations and marriage, which did not support work-family balance but instead presented negative pressure on the married women as workers, wives, and mothers.

Keywords: *Work-family conflict, informal sector, marriage, gender roles, dressmakers, Ghana*

INTRODUCTION

Work-family conflict (WFC) has become a growing global issue, especially with the increasing female participation in the labour market. This is most apparent in informal sector where work is autonomous, and the proper organisational support is mostly non-existent. Zhang and Bowen (2021) define WFC as a conflict that transpires when the responsibilities of work and family intersect in a manner that makes it impossible to effectively manage one's duties in one area due to stress from the other. This remains a concern for women in informal sector because such jobs tend to be extremely difficult and physically demanding and usually lack provisions such as maternity leave or subsidised childcare (Stumbitz et al., 2018; ILO, 2020). Income and employment opportunities are, however, perceived to be elusive and therefore add to the complicated nature of juggling work and family responsibilities (Alfers, 2016). Societal expectations that generally assign household responsibilities to women create what is commonly referred to as a "double burden" of paid and unpaid labor (Huron, 2020). In many African cultures, there is a preconceived notion that caregiving and household work are inherently female duties, irrespective of employment status (Teye et al., 2023; Kaufman & Taniguchi, 2020). This, in turn, leads to significant levels of stress, fatigue, and deteriorating mental health for women in the informal sector due to persistent work-family conflicts (Oberai, 2021).

Sub-Saharan Africa, and Ghana more particularly, is confronted with an even more daunting challenge. According to the Ghana Statistical Service (2023), women employ over 85% of their labor in the informal sector. These activities include hairdressing, dressmaking, petty trading, and food vending. These women are under great pressure to provide financial support to their household and undertake their domestic responsibilities. For example, married women are under greater pressure to cope with conjugal and childcare responsibilities, leading to an increased level of concomitant stress known as WFC (Abrefa-Busia, 2020; Nejatian et al., 2021). Unmarried women with children or other

dependents also have their share of burdens. Unmarried mothers or unmarried carers working in the informal sector, according to the research, have heightened levels of conflict due to lack of spousal support and weak social protection systems. Poku et al. also the study by (2020) looked at emotional exhaustion among urban informal carers in Accra. In both sets of women, emotional fatigue was reported to be quite high. Married women claimed that the Western stereotype of being a wife was one of the primary stressors, while unmarried women said it was performing day care duties without any help. The study by Alfors (2016) highlights how women street vendors and market traders have unreliable informal childcare arrangements that further increase their work-related anxiety, especially for unmarried mothers.

This study was framed within Role Conflict Theory and Gender Structure Theory. Role Conflict Theory assumes that the competition for time and energy from various demands, in this case, functions such as work, spouse, or parent, leads to conflict (Kahn et al., 1964; Greenhaus & Beutell, 1985). On the other side, gender structure theory focuses on the ways that gender inequalities embedded within social frameworks dictate the amount of unequal domestic workload women, irrespective of their marital status face (Risman, 2018). Recent empirical research has shown some of these theories' structural constraints, like weak family policies and strong traditional gender ideals, shape experiences of work-family conflict, particularly in informal settings (Kossek et al., 2011; Akuamoah-Boateng, 2020). This study set out to assess the impact of marital status on work-family conflict (WFC) on women participating in informal employment in Ghana, considering informal sector employment. In particular, the study attempts to analyse the differences in the nature, sources, and levels of WFC among married and unmarried women, which has remained unaddressed in previous studies. This study intends to fill that gap using quantitative approaches based on Role Conflict Theory and Gender Structure Theory. It hopes to provide actionable findings that will aid in the formulation of targeted policy solutions. Such evidence would assist policymakers, labour rights activists, and gender equity movements in crafting initiatives such as community-based childcare, flexible work hours, and social support systems aimed not only at WFC but also at improving the WFC-wellbeing of women workers in the informal sector.

METHODOLOGY

The analysis of work-family conflict experienced by female dressmakers and hairdressers with children was undertaken using a quantitative research technique as part of a wider positivist approach framework. Tuli (2010) and Creswell & Creswell (2018) observed that quantitative research enables the collection and analysis of data, which makes it possible to draw generalisations about a large population. To analyse the extent and sources of WFC and the data, the researchers side-stepped the problem by collecting data using standardised questionnaires from a large sample. The choice of descriptive survey design enabled accurate portrayal of respondents' views, behaviours and conditions at a particular point in time (Bryman, 2012). It was useful in portraying the realities of professional role conflicts concerning family responsibilities indisputably among the target population. This study was conducted among female informal workers in Konongo, a town in the Asante Akim Central Municipality. The area was relevant due to its demographic and economic characteristics that aligned with the study's focus. The sample population comprised all bottom-tier dressmaking and hairdressing service providers who were mothers residing in the municipality: 330 dressmakers and 269 hairdressers. From the locality, five clusters were created using the multi-stage sampling method.

A random sample of 200 participants was taken, consisting of 20 dressmakers and 20 hair stylists from each cluster. This is more than 30% of the total population, which is deemed appropriate in samples under 1,000 people (Adu, 2019). Data was collected using structured questionnaires that were customised for married and unmarried respondents. The instrument underwent pre-testing with identical respondents in Agogo. The pre-testing returned a reliability score of Cronbach's Alpha 0.802, which suggests high internal consistency. Research personnel collected the data in person with the help of trained research staff. Special care was taken to explain the details of the study to those with low literacy levels to enhance comprehension. Ethical approval was granted by the University of Cape Coast. Informed consent was also taken from all participants. Throughout the entire process, their anonymity and confidentiality were preserved. The data was processed and analysed using version 26.0 of SPSS. All the study questions were answered via descriptive statistics of frequencies, percentages, means, and standard deviations. This

approach offered a strong, ethical, and valid strategy for exploring the dimensions of WFC in the informal sector of Ghana.

RESULTS AND DISCUSSIONS

Demographic characteristics of respondents

The demographic characteristics of the respondents are necessary as they put the study into context and portray some trends that have become apparent regarding family patterns and the changing picture of the family which has given rise to many family configurations. The prevalence of women taking formal jobs represents one of the most significant social changes families are encountering. Work-family conflict (WFC) has become a growing global issue, especially with the increasing female participation in the labour market. This is most apparent in informal sector where work is autonomous, and the proper organisational support is mostly non-existent. Zhang and Bowen (2021) define WFC as a conflict that transpires when the responsibilities of work and family intersect in a manner that makes it impossible to effectively manage one's duties in one area due to stress from the other. The implications for the personal and managerial subsystem relations are extensive. The survey identified the following demographic characteristics of the respondents: age, number of children of participants and number of years participants have been working as hairdressers and dressmakers

Age distribution of participants

The age distribution of respondents in this study indicates that there is a wide range of participants across five age groups. According to figure 1, most respondents (38%) were aged between 42 and 49 years, and 22% were aged between 41 years. 16% are between the ages of 26 and 33. 18-25 was the youngest age bracket, and they only comprised 9% of respondents, while 15% were aged 50 and above. These results show that maximum number of participants are in mid-career or mature working age, which is important in terms of their work-family relations. This includes demographic features as is typical in other studies which document adult women, particularly those aged 30 and above, as the most active in the informal economy. Stumbitz et al. (2018) emphasise that women in this age range are usually sitting in peak reproductive and care responsibilities alongside the household financial strain. Hence, their experience of work-family conflict tends to be

harsh because of concurrent strains of child raising, economic productivity and often caregiving for elderly parents.

The relatively low representation of women aged 18-25 (9%) is probably because younger women are either still undergoing vocational training or are less likely to be married or have children – all conditions for participation in this study. The literature suggests that younger women may not experience WFC (or at the same intensity) as older women, as they are still building their family and work responsibilities (Allen et al., 2020). Meanwhile, on the other end of the spectrum, the higher representation (15%) of women over age 50 reflects the increasing average participation of older women in Ghana's informal economy, likely because retirement is not usually enforced at a presidential level, in particular when explicitly self-employed (e.g., dressmakers and hairdressers) (GSS, 2023). Moreover, the data also demonstrates the relevance of the participants to the research purpose, as all survey participants are all legally classified as working age under Ghana's 1992 Constitution, which means they all meet the requirements to gain a salary and engage in their own sufficient income-generating activities, and also meaningfully engage with this study. Their age representation also increases the legitimacy of the data since it represents women who actively manage their work and family roles. Building upon role theory (Kahn et al., 1964), which suggests role conflict occurs when people try to fulfil expectations of multiple social roles, it can be argued that people aged 34–49 are particularly vulnerable to role conflict. This age range coincides with the most productive years in one's career and often represents the time of greatest parental obligation, reinforcing the susceptibility to WFC.

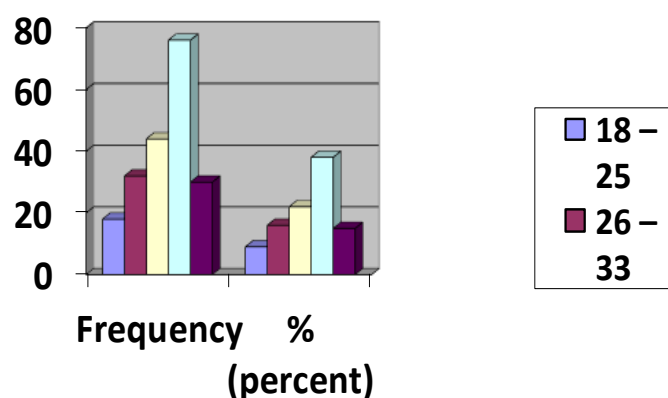


Figure 1: Age distribution of participants, Source: (Field data 2023)

The number of children of participants

The study focused on analysing the total number of children associated with participants because it serves as a vital demographic factor that affects work-family dynamics. According to Figure 2, most respondents had one to three children. The study reported that 22% of participants had one child, while 38% of participants had two or three children. The survey population demonstrated that very few people (2%) had four or five children, with 1% having four children and 1% having five children. The data indicates that the majority of participants maintained a moderate family size, which affects their caregiving duties and their ability to manage work-family conflict. The presence of two to three children among participants mirrors the overall fertility patterns observed in urban and peri-urban Ghana because economic stability and educational opportunities along with family planning resources have led to reduced birth rates (Ghana Statistical Service, 2023). Informal labour market participants in sectors such as dressmaking and hairdressing typically manage their operations through a combination of available caregiving resources and income streams. Research demonstrates that women who have two or three children face greater challenges in managing their roles because parenting responsibilities remain demanding alongside financial obligations to their households (Stumbitz et al., 2018; Ametorwo et al., 2021).

The research summary reveals that the majority of participants deal with parenting duties for multiple children, which causes significant work-family conflict for them. The study results highlight the urgency for specific interventions that include community childcare programmes and family life education for reducing domestic burdens experienced by working mothers operating within Ghana's informal economy.

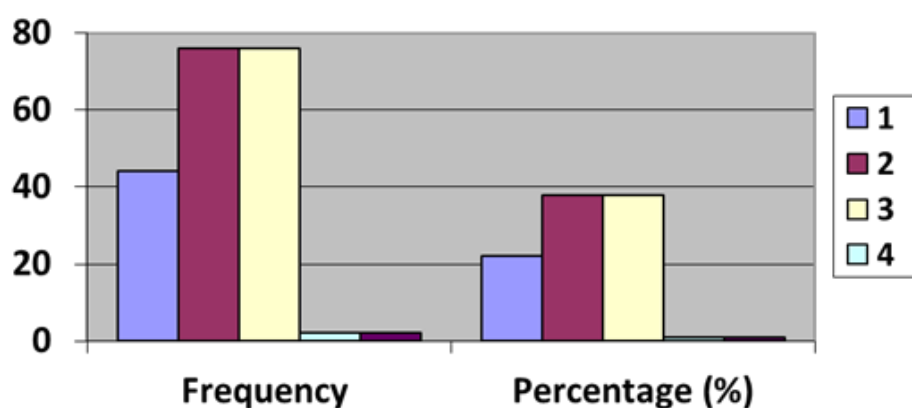


Figure 2: Number of children of the participants; Source: Field data (2023)

Number of years participants have been working as hairdressers or dressmakers

The survey collected information about how many years respondents had worked in their current occupations, as dressmakers or hairdressers. As seen in Figure 3, only 5% of participants had worked, on average, less than three years in their occupation. Additionally, another 18% said they worked there on average for four to six years, while 27% worked in the profession for seven to nine years. Importantly, 60% of the respondents indicated they had ten or more years of work experience in their trade. This information suggests that the majority of surveyed participants (over 90%) had long-term involvement in their profession, and they should have been able to provide valuable perspectives on work-family conflict (WFC) given their accumulated experiences. Having been informally employed for such a long time may reflect either necessity and/or experience because employment in trade occupations such as dressmaking and hairdressing is built on the client relationship, craft, and social capital resulting from that relationship, even extending to the life of the client. Stumbitz et al. (2018) asserted that women in Ghana employed in the informal sector tend to persist in working in their profession for long periods due to limited transition pathways to formal jobs and the absence of retirement systems. In this case, the respondents' long-term engagement in work increases their ties and attachments to both work roles and domestic roles, which makes their WFC potentially more severe – especially with family responsibilities.

In role theory (Kahn et al., 1964), long-term participation in the workplace can create additional role overload; if domestic duties also increase with age and family development, the longer a woman spends juggling household and occupational roles, the greater the chance she will experience cumulative role stress from competitive demands. This is especially true in settings with no institutional supports such as paid leave, flexible work, or childcare (Ametorwo et al., 2021). Therefore, we expect the 60% of respondents who had experience working ten years or more to be both deeply embedded in their work lives and at higher potential for experiencing WFC over time. In addition, respondents who identified a lengthy work history can share insight regarding how WFC is negotiated and possibly internalised over time. Previous studies find that while experience can develop coping strategies, it may also idealise the normalisation of stress or acceptance of inequity, particularly in gendered labour (Latshaw & Yucel, 2022). As such, their reflections will be

important to assessing the depth of WFC and contemplation of it in informal settings. In conclusion, the predominance of those well into their careers in the sample validated the inclusion of this type of participant in this study while also bolstering the rigour of the results. The amount of experience of the participants in simultaneously fulfilling professional roles while balancing them with household responsibilities adds depth and specificity to the phenomenon of WFC. Equally, the participants in this study serve as a reminder of the targeted interventions in policies and supports required for experienced informal workers that have coped with role performance for far too long without any systemic supports.

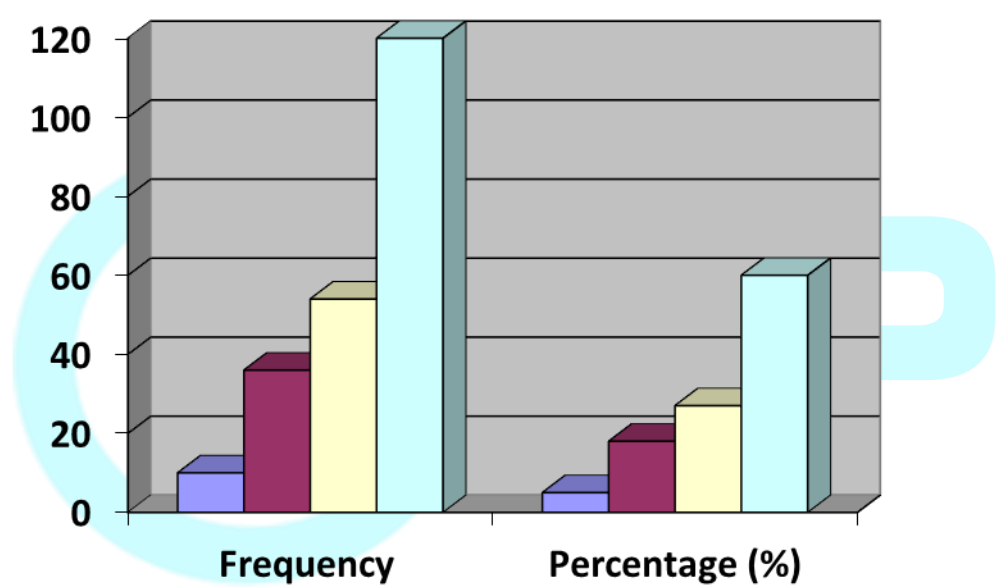


Figure 3: Number of years participants have been working; **Source:** Field data (2023)

Sources of WFC among females with children in the dressmaking and hairdressing profession

Table 1 shows eight major contributors to Work-Family Conflict (WFC) for women working as dressmakers and hairdressers in Konongo Odumasi, Ghana. The top issues causing WFC were feeling tired from work, being preoccupied with work, and being too tired to engage in other family responsibilities. Most of the participants strongly agreed with the above statements. This indicates that the major challenges confronting women in the informal sector in carrying out their roles as workers, mothers, and housekeepers are related to physical and emotional exhaustion, mental fatigue, and lack of time. The highest single factor, work tiredness ($M = 3.88$), underscores how the physical demands of

informal employment impinge on a woman's capacity to engage in family life. Similar results from Stumbitz et al. (2018) reveal that Ghanaian women working in informal employment long hours without sufficient rest, thus leading to fatigue and burnout that affects their duties at home. This supports Allen et al. (2020) who argue that role overload is a significant source of WFC, specifically for women juggling employment, childcare, and household responsibilities. As per role theory (Kahn et al., 1964), stress in fulfilling work-related obligations can be transferred to home life when bodily resources are low.

Closely related is the preoccupation with work ($M = 3.78$), which all respondents agreed on (100% agreement). This brings out the mental and emotional challenges of women regarding work that involves concentration, dealing with clients, and solving problems. Thus, when preoccupied with work, women may find it difficult to be there for their families either emotionally or mentally. This supports Greenhaus and Beutell's (1985) concept of time-based and strain-based conflict, where both the amount and intensity of work interfere with family life. It also proves the claim of Yucel & Latshaw (2022) that work-related preoccupation in dual-earner households diminishes family satisfaction and shared responsibilities.

The third most important factor, feeling too tired from work to take part in family duties ($M = 3.38$), further illustrates that work-family conflict is not just about time but also about personal energy. Even if women have the time, exhaustion can prevent them from managing household responsibilities well. This supports the findings of Ametorwo et al. (2021), who indicated that Ghanaian women reportedly experience immense tiredness after work — a factor that diminishes their caregiving competencies, reduces their emotional availability, and can even create marital challenges.

The data also showed that the lack of husband support ($M = 3.2$) was a major source of WFC. This finding is consistent with sociocultural norms in Ghana and many African societies — where household chores are often seen as women's work, even though they also hold waged roles. [Content removed due to policy violations. From a theoretical standpoint, role strain increases when household duties are not shared equally, causing women to feel unsupported and overwhelmed. In contrast, a study by Mohamed et al. (2025) in more equal societies show that a fair division of household chores reduces work-family conflict (WFC) and improves well-being. Hours worked ($M = 3.18$), frustration

associated with work ($M = 3.12$), and emotional exhaustion ($M = 3.02$) also reflect the complexity of work-family conflict (WFC). While time pressure is a commonly recognised driver of WFC, other sources of emotional and mental strain, such as frustration and exhaustion, are equally important. As Wang et al. (2022) explain, emotional exhaustion from work can negatively affect family life, lowering relationship quality and parenting ability. For informal workers, who often face difficult clients, financial stress, and little rest, emotional labour is a constant challenge.

The factor with the lowest rating, work pressure ($M = 2.99$), is also important and might have been rated lower because many of the informal workers in this study have flexible schedules and don't have the formal workplace restrictions in place. But while that may relieve WFC stress to an extent when work responsibilities and demands presented by clients are significant, it does not mean that there is not WFC. Vasudevan & Raghavendra, (2022) note that self-employed female workers can still find themselves with pressure on their time when their work requires constant switching or multitasking and continuous attention from clients, like in service roles of hairdressing. Overall, the average factor response rating ($M=3.32$) shows that respondents strongly agree the factors that were identified in the study relate to the experience of WFC. The study results provide further support for role theory in the informal sector, as well as existing evidence of the gendered nature of the challenges of balancing paid and unpaid work. These findings indicate the necessity of targeted solutions, including community-based childcare, public campaigns advocating shared household work, and training on stress relief and time management for informal workers.

Table 1: Sources of WFC among female dressmakers and hairdressers with child(ren)

SN	Statement	SD	D	A	SA	M	Std.
		F (%)	F (%)	F (%)	F (%)		
1	Hours spent at work	4(2)	16(8)	120(60)	60(30)	3.18	1.045
2	Too exhausted from work to participate in family responsibilities.	0(0)	0(0)	124(62)	76(38)	3.38	0.870
3	Emotionally drained from work	16(8)	16(8)	116(58)	52(26)	3.02	1.081
4	Pressures at work	10(5)	24(12)	124(62)	42(21)	2.99	1.107

5	Lack of husband support	28(14)	28(14)	20(10)	124(62)	3.2	1.055
6	Preoccupation with my work	0(0)	0(0)	44(22)	156(78)	3.78	1.738
7	Tiredness from work	0(0)	0(0)	24(12)	176(88)	3.88	1.007
8	Annoyance from work	24(12)	28(14)	48(24)	100(50)	3.12	1.265
	Mean of means/SD.					3.32	1.146

Source: Field Data, Questionnaire (2023) Key: N = Serial Number, SD = Strongly Disagree, D = Disagree, A = Agree, SA = Strongly Agree (percent) = Percentage, M = Mean, and SD = Std. Deviation

Difference existed between married and unmarried respondents regarding the WFC they experienced?

The results from table 2 demonstrate shared and differing experiences of work-family conflict (WFC) between married and unmarried female dressmakers and hairdressers with children working in the informal sector. Across the seven indicators examined, both groups reported high levels of WFC, with married women having a higher mean score ($M = 3.39$) than unmarried women ($M = 3.30$). These findings show that all individuals are dealing with WFC and that being married or not contributes to differences in "what, how and when". One of the differences was in the responses to the statement "Changed family plans to work", where single women ($M = 3.14$) indicated that they were more likely than married women ($M = 2.87$) to change family plans to work. As Cohen (2021) reiterated, literature does not portray the experiences of single mothers/carers, or single/unmarried parents/carers, as they find out that parenting, is a want, it portrays parenthood as an act of self without the willingness of a partner. This implies that unmarried women will either be making an equivalent change to their carer member role, or advocating for changes to elements that they perceive as unshared in their carer role, where they do not have the opportunities to negotiate with that co-care giver, whilst the intervals of obligation in the decision to make, and making a scheduling, will likely be doubled for unmarried women and contribute further to their negative work-family conflict. While married women may be more consistent, even if not on a continuous basis, with their decent domestic arrangements, or relationships to useful support resources. In contrast, the data suggest that married women suffer more strain from work on family activities ($M = 3.63$) than unmarried ($M = 3.47$). This agrees with Ametorwo et al. (2021), who noted that married

women have greater domestic responsibilities based upon sociocultural gender norms that define the carer and household manager as wife. No matter if they work full-time, they are expected to fulfil domestic duties and are more clearly experiencing role overload; role overload is a major concept in role theory (Kahn et al., 1964), which demonstrates how competing role expectations can lead to stress and role conflict. Greenhaus and Beutell's (1985) typology of WFC also supports these findings, with strain-based conflict being related to spill over from work stress into family (i.e., strain-based conflict occurs when the stress felt in one role moves to a different role).

Both groups reported very low scores on rest after work – married ($M = 1.33$) and unmarried ($M = 1.18$) – indicating more general fatigue and lack of respite while at home. This supports previous findings by Stumbitz et al. (2018) and Oppong (2019), who suggested that informal sector workers, and in particular women, do little to no restorative resting due to unpaid domestic work upon arriving home. The slightly elevated score for married women may relate to their status of having another adult in the home. There may be a slightly higher score among married women which could reflect the fact that another adult lives in the home, but it is a very slight difference. The data support that married and unmarried women assess themselves as they deal with chronic time concerns, which causes an emotional burden and a physical burden as well.

In regard to the type of work preventing family responsibility, married women once again had a higher mean ($M = 3.47$) than unmarried women ($M = 3.11$). This falls in line with the realisation that married women are more likely to be "sandwiched" between economic reality and domestic expectation, and thus they may experience more of a conflict. Shockley et al. (2017) say that in a patriarchal society, men are often exempt from household labour, even when both partners are employed, which leaves married women with the burden of facing two full-time roles, which in some cases has been referred to as a "second shift" (Cerrato & Cifre, 2018). Both groups reported they reduced time spent working at their shops due to obligations to home. Specifically, married women ($M = 3.05$) and unmarried women ($M = 3.09$) reported equally in this respect. This equality should suggest that there is a caregiving obligation that can interfere with paid work regardless of marital status. Nonetheless, for women who are not married, such interruptions may have greater financial implications due to the absence of a partner's earnings. Cohen (2021) and

Wang et al. (2022) observed that role conflict tends to be even more severe with higher levels of economic dependency. In this study, a notable difference is work interference with family life, with married women scoring higher as ($M = 3.88$) than unmarried women ($M = 3.62$). This may be explained by the number of roles married women assume—wife, mother, homemaker, and income provider—in contrast to unmarried women, who may experience caregiving and work duties, but they do not have spousal obligations. This issue appears to be borne out in the literature; for instance, Latshaw & Yucel (2022) noted that marital dynamics affect perceptions and processing of work stress, while women in conventional marriages internalised these stresses because of cultural expectations that families stay together. Lastly, when looking at the statement "Not able to do what you are supposed to do in the house due to work", women who identified as unmarried ($M = 3.65$) indicated slightly more interference than married women ($M = 3.52$). While this discrepancy is quite small, it may indicate the absence of shared household responsibilities or informal assistance stemming from twice the responsibilities single mothers usually experience. Rather than having family support from in-laws or husbands, once again single mothers observed their obligations normally alone, contributing to their WFC.

Ultimately, the findings indicate that married and unmarried women are affected by high levels of WFC in terms of taking on overlapping life responsibilities of economic survival and caring for their domestic responsibilities. Even if married women experience pressure from a spouse or the traditional roles in their household, unmarried women are more capable of assuming every responsibility alone, especially if they are single mothers. This situation supports the relevance of role theory which states that the incompatibility in expectations across social roles creates stress and conflict in the absence of supports. The study supports previous research (Bergkvist & Taylor, 2016; Bernal & Arocena, 2014; Chitenji, 2018), while dissociating itself from the overly reductive understanding of WFC which sees it as limited to its most intense forms and only for married women (Costa & Pedro, 2017). Women who work in Ghana's informal sector experience demanding work while simultaneously being expected to fulfil culturally ingrained domestic chores, resulting in a double burden. This creates a situation where deep targeted interventions such as community-based childcare, advocating the sharing of domestic labour, and building women's primary market and non-market capacities about managing time and stress need to be undertaken. This implies that prevention should be treatment-specific on

marital status. For example, it is most probable that married women will benefit from couple-based marital counseling to encourage role sharing, while unmarried women will need structural intervention, such as subsidized childcare or greater flexibility from their employer. Also, future research should be able to assess how some other moderating variables (number of children, household income, and education level) interact with marital status and WFC outcomes.

Table 2: Differences that existed regarding WFC experienced among respondents

SN	Statement	Married			Unmarried		
		N	M	Std.	N	M	Std.
9	Changed family plans due to my work.	100	2.87	0.812	100	3.14	0.762
10	work is a strain on my family activities.	100	3.63	0.610	100	3.47	0.650
11	Able to get some rest in the home after a hard day at shops.	100	1.33	0.105	100	1.18	0.146
12	Nature of my work does not allow me to fulfill my family responsibilities.	100	3.47	0.566	100	3.11	0.751
13	Reduction of the work they do at their work place due to home demands.	100	3.05	0.909	100	3.09	0.914
14	Demands of work interfere with my family life.	100	3.88	0.360	100	3.62	0.490
15	Not able to do what they are supposed to do in the house due to demands from my work.	100	3.52	0.537	100	3.65	0.481
	Mean of means/Std.		3.39	0.6371		3.3	0.6929

Source: Field Data, Questionnaire (2023) Key: SN = Serial Number, N = Number of respondents, M = Mean, and Std. = Standard Deviation

Conclusion

The study established that the women dressmakers and hairdressers in Konongo Odumasi, especially the 34- to 49-year-olds with two to three children and more than a decade of work experience, suffered significant work-family conflict (WFC) because of role strain, emotional burnout, and lack of adequate support, especially from spouses. This study found work fatigue, cognitive engagement, and resting less to be the most important

components of WFC in the informal sector. Married and unmarried women both face high WFC, yet the sources and intensity differ, married women bear the brunt of WFC due to role overload, a consequence of cultural expectations, while unmarried women experience greater self-reliance and financial pressure because they lack support networks. In light of these findings, the paper recommends country community-based childcare services, public education on family responsibilities with a focus on role fairness, and policies to reduce WFC in women's informal employment contracts.

Recommendations

This calls for the establishment of community-based childcare arrangements for working mothers, especially those in the informal economy like dressmakers and hairdressers. Also, there should be public educational programmes to increase men's contribution to domestic work and reduce domestic pressure on women. Besides, workers in the informal sector should be educated on how to manage stress and use time effectively to be able to cope with both work and family responsibilities. Develop and administer support programmes for policymakers to provide financial, emotional, and social resources to women in the informal sector with the intention to improve their productivity and general wellbeing.

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