

Perception of Working Mothers on Parenting and Early Childhood Development

By

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A thesis submitted to Brac Institute of Educational Development in partial fulfillment of
the requirements for the degree of
Master of Science in Early Childhood Development

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Brac University
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Declaration

It is hereby declared that

1. The thesis submitted is my own original work while completing degree at Brac University.
2. The thesis does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The thesis does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

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Ethics Statement

Title of Thesis Topic: **Perception of Working Mothers on Parenting and Early Childhood Development**

Student name: **Antenna Sarker**

1. Source of population: **Mothers of children aged 3-5 years and living in Dhaka City, who are employed in Bank, School and Hospital etc.**

2. Does the study involve (yes, or no)

- a) Physical risk to the subjects **NO**
- b) Social risk **NO**
- c) Psychological risk to subjects **NO**
- d) discomfort to subjects **NO**
- e) Invasion of privacy **NO**

3. Will subjects be clearly informed about (yes or no)

- a) Nature and purpose of the study **YES**
- b) Procedures to be followed **YES**
- c) Physical risk **YES**
- d) Sensitive questions **YES**
- e) Benefits to be derived **YES**
- f) Right to refuse to participate or to withdraw from the study **YES**
- g) Confidential handling of data **YES**
- h) Compensation and/or treatment where there are risks or privacy is involved **YES**

4. Will Signed verbal consent for be required (yes or no)

- a) from study participants **YES**
- b) from parents or guardian **NO**
- c) Will precautions be taken to protect anonymity of subjects? **YES**

5. Check documents being submitted herewith to Committee:

- a) Proposal **YES**
- b) Consent Form **YES**
- c) Questionnaire or interview schedule **YES**

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Abstract

This paper presents findings from a qualitative study conducted in the Mugda Area, focusing on the perceptions of employed mothers regarding parenting and early childhood development. In-Depth Interviews and focus group discussions were done among 16 employed mothers having 3 -5 aged children. The research revealed that working mothers face challenges in balancing their professional responsibilities with parenting duties. While they acknowledged the positive aspects of employment, such as financial stability and role modeling, they also expressed concerns about spending less time with their children. This lack of time was associated with strained parent-child relationships, aggressive behavior in children, and lower academic achievement. Furthermore, the study highlighted the importance of societal support and policies in assisting working mothers in managing their dual roles effectively. Recommendations included the implementation of laws related to childcare and maternity leave, facilitating remote work opportunities, and providing support from partners and family members. Additionally, the study discussed the benefits and drawbacks of mothers' engagement in the workforce on child development. While limited time with children posed challenges, supportive and involved parenting was found to foster independence and responsibility in children.

Keywords: work-related stress; quality time; child development; working mothers

Dedication

This research is dedicated to my family and friends for their unwavering support, affection, and assistance during the process.

I want to express my gratitude to my mother for providing me with support and motivation during the course and continuously encouraging me to seek new opportunities.

Acknowledgement

I would like to express my sincere gratitude to my thesis advisor, Zarrin Tasnim miss, for her invaluable guidance, support, and encouragement throughout the entire process of completing this thesis. Her expertise, patience, and constructive feedback have been instrumental in shaping the direction and quality of this work.

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List of Acronyms

IDI	In-depth interview
FGD	Focus Group Discussion
ECD	Early Childhood Development

Glossary

Maternal employment:	Maternal employment refers to the involvement of mothers in the labour force, typically requiring them to manage their professional obligations with their caregiving responsibilities for their children.
Care givers:	Care givers refer to individuals who are entrusted with the responsibility of providing care and assistance IDI in-depth interview FGD Focus Group Discussion, typically in the realm of taking care of children or elderly individuals.
Early Childhood Development:	Early Childhood Development refers to the holistic development of children from infancy to around eight years old, encompassing their physical, cognitive, emotional, and social growth and maturation.
Work related Stressors:	Stressors refer to the specific factors or situations that induce stress, especially when it comes to balancing work and family obligations.
Support System:	Support System refer to the resources, services, and networks that are specifically designed to aid individuals in effectively dealing with obstacles and attaining their objectives, notably in the realms of work and family.

Chapter I: Introduction & Background

Introduction

The increasing maternal employment rates have brought about notable transformations in family structures and parenting approaches within contemporary society (Mustafa Fazli, March 2019). Traditionally, a mother's job has been caring for her children. This is true in Bangladesh and many other countries around the world. Traditionally, mothers care for, feed, teach, and emotionally support their children. As a result of gender roles, women are often expected to be the principal caregivers in the family. This has been a social assumption for a long time. As a result, women are liable for the upbringing of their children when they become parents, which can alter how others perceive them and how the workplace operates. It frequently necessitates that mothers take extended leaves of absence, which may Caregivers 2023, National Partnership for Women & Families. However, working mothers can benefit from maintaining a harmonious home and professional life. They attain financial independence, derive gratification from the intellectual stimulation of a job or work, and enhance their capacity to raise children who make valuable contributions to society (Mens et al., 2009 Jan;7). However, for working mothers, managing professional obligations with the upbringing of little children can result in severe stress and exhaustion. When no other caregivers, such as grandparents or family members, are available to assist, and when the employment offers little flexibility regarding working hours. A survey of 2,500 working parents in the United States found that nearly 20% of respondents were forced to reduce their working hours or exit the workforce due to insufficient childcare options. Modestino, J. Ladge, Swartz, and Lincoln, April 29, 2021. Shockingly, over the past year and a half, almost 2 million American women left their jobs primarily to take on childcare responsibilities for their children. (Anderson, B. M. 2021, August 26). Between January and March 2023, the labour force participation rate in Bangladesh is

projected to stand at 61.37%, with women accounting for 41.95% of this total. (Dhaka Tribune, 2023, October 27). This data highlights the significant impact of childcare challenges on working parents, particularly women, and their employment decisions. Managing work and family life is especially difficult with young children and irregular work hours, often accompanied by the emotional burden of feeling guilty about not being there for their children, particularly during their formative years. Finding affordable, high-quality childcare can be challenging, especially in areas with limited options. Workplace discrimination and biases hinder career progression, and frequent child-related interruptions can impact job performance. Daily decisions on work-family priorities add complexity, emphasizing the need for employer support and flexibility. Choosing between work and a child's health is another dilemma, and the emotional strain of this dual role can make it hard to focus on either completely. In Bangladesh and many other places, family structures have changed over the past few years to become more modern, with more and more women working. Several things have led to this change, such as economic pressures, shifting gender roles, and women wanting to follow their careers and interests outside the home. As a result, many moms now have to balance being caregivers and making money. More mothers are working, meaning more daycares, preschools, and other non-parental childcare facilities are needed to care for and educate children while their moms are at work. This is a significant change from the old way of having mothers care for their babies full-time. This change in how families work is likely to affect how young Bangladeshi children grow. Increasing attention has been paid to the correlation between a working mother's parenting style and its impact on young children. The purpose of this research is to provide a thorough comprehension of the particular parenting patterns exhibited by employed mothers.

Statement of the Problem

This research addresses the impact of evolving dynamics in working mothers on parenting and early childhood development as increased maternal workforce participation transforms traditional caregiving roles, posing challenges in balancing professional responsibilities with effective child-rearing. Modern societal changes, marked by the increasing participation of mothers in the workforce, have prompted a shift in family dynamics and parenting (Modern Parenthood, March 14, 2013). Increased maternal workforce participation poses challenges in balancing professional responsibilities with effective child-rearing. There is an inability to balance work and home obligations, especially when finding suitable child care (New Horizon Academy, March 28, 2023). The study explores how the changing roles of working mothers impact early childhood development by introducing complexities in the parenting environment, potentially affecting cognitive, emotional, and social development. Changing roles of working mothers introduce complexities in the parenting environment, potentially affecting children's cognitive, emotional, and social development (Research Gate, December 2020). Mothers may experience stress, guilt, and potential career compromises, affecting mothers' and children's overall well-being (Maternal depression and child development, October, Traditionally2004). Traditionally, mothers have been primary caregivers, responsible for their children's physical, mental, and emotional well-being. The evolving role of women in the workforce, especially in countries like Bangladesh, has led to significant changes in family structures (MA Al Mamun, 2022) . Another change that worsens things is the move from joint to nuclear families (The Daily Star, May 15, 2016The). The upcoming projections for the labour force participation rate in Bangladesh highlight the pressing nature of these challenges of caregiving. The labour market has seen the most notable shift in the form of increased female involvement, with a rate that increased to over 36% in 2016–17 (Raihan and Bidisha, 2018). As more mothers balance professional responsibilities with child-rearing, understanding the implications of their

parenting on early childhood development becomes crucial. Despite the potential benefits of financial independence and intellectual stimulation for working mothers, challenges arise in managing work and family life, particularly regarding securing adequate childcare (CJ Heinrich, 2014). Many employed parents, particularly women, are compelled to decrease their work schedules or leave the labour force due to insufficient childcare options (The Business Standard, August 6, 2022). When work expectations and parenting duties come together, they can be stressful for working mothers, affecting how they nurture and their children grow up. Mothers often bring stress and worry into homes when they feel guilty, which breaks up the peace and harmony. The worry they are under can make children feel tense and uncertain (Fearnades, October 17, 2023). Differences in the quality of caregiving and parental involvement may arise, potentially impacting children's well-being (Charles et al.,2003). Evolving roles of mothers have broader consequences on children's development, influencing educational outcomes, social interactions, and emotional well-being. Research consistently shows that parenting significantly affects a child's academic performance, motivation, and mental well-being. Improper parenting can lead to increased anxiety and depression, while good parenting fosters higher self-esteem (Kong, Yasmin, June 30 2022). Many employed parents, particularly women, exacerbate this difficulty and are compelled to decrease their work schedules or leave the labour force due to inadequate childcare alternatives. Thus, the study investigates how the intersection of workplace demands and parenting responsibilities poses stressors for working mothers, impacting the overall parenting process and early childhood development. Furthermore, the various parenting styles have gained prominence in today's cultural environment, reflecting parents' various techniques to raise and discipline their children. The study explores how variations in parenting styles among working mothers may impact children's participation in activities, especially due to potential constraints on parental availability and engagement in extracurricular and developmental pursuits. *Parenting* is a

psychological construct that represents standard child-rearing practices used by parents (Kendra Cherry, MSED December 1, 2022). With a focus on the parenting style of working mothers, this study thoroughly investigates these diverse parenting styles and their effects on children. In order to understand the issue's overall impact on well-being, the study explores the complex dynamics that affect mothers and children, including stress, guilt, potential career compromises for mothers, and differences in the quality of caregiving and parental involvement. The quality of parenting is sometimes more important than the amount of time spent with the child. For example, a parent may spend an entire afternoon with his or her child, yet the parent may be engaged in another activity and not show enough interest in the child. Parenting Style indicates how parents respond to and make expectations for their children (Spera, and Christopher , 2005). According to Diana Baumrind's work, the most well-known groups of parenting styles are. Authoritative parenting, strict parenting, and permissive parenting (Baumrind's Parenting Styles, Joel A. Muraco; Wendy Ruiz; Rebecca Laff; Ross Thompson; and Diana Lang.). Furthermore, Parents use different parenting styles in various nations and cultures. The dominant social norms and values frequently influence these methods and their distinct cultural upbringings. For instance, collectivistic parents stress helpfulness, obedience, and interdependence to reflect cultural norms. Culture affects parenting styles and children's outcomes. White American parents emphasise support (warmth and acceptance) and control (clear expectations and moderate constraints) more than Asian American parents. Stringent Chinese and Filipino American households are colder. Chinese Americans value respect for authority, parenthood, emotional moderation, and education. There can be significant effects that this parenting may have on children's development. Research consistently shows that parenting style significantly affects a child's academic performance, motivation, and mental well-being (J Adv Med Educ Prof. 2016 Jul; 4(3): 130–134.).Authoritarian parenting can lead to increased anxiety and depression, while authoritative

parenting fosters higher self-esteem. Parenting style also influences how children interact with others, affecting susceptibility to bullying or engaging in bullying behaviour. Strict anti-drug guards may unintentionally promote curiosity, which may increase substance misuse. Critical or dismissive parenting can also lower children's self-esteem, causing anxiety or depression. Since children experience various feelings, evaluating their emotional development by their appearance or self-esteem may hamper their progress (Integrus Health, May 4, 2021). Thus, the study explores how the evolving roles of working mothers, beyond impacting parenting styles, have broader consequences on children's development, influencing educational outcomes, social interactions, and emotional well-being in contemporary society. Understanding these effects is crucial for parents and professionals working with children.

Purpose of the study

The purpose of this study is to explore the perception of working mothers on parenting and early childhood development. Traditional caregiving responsibilities are undergoing a significant transition as a result of the rising rates of maternal employment around the world, which are particularly widespread in countries such as Bangladesh. This transformation creates several complex issues, the most significant of which is the delicate balance that must be maintained to perform professional responsibilities while ensuring that children are raised effectively. This study aims to investigate the complex ways in which these changes impact the intellectual, emotional, and social development of children. The research endeavours to shed light on the numerous stressors that working mothers face and determine the implications of these stressors in the broader range of parenting processes. It does this by delving into the relationship between the demands of the workplace and parenting obligations. In order to achieve the ultimate goal, it is necessary to acquire a profound understanding of the numerous difficulties and benefits that working mothers face while navigating the complex interplay between their two occupations. This pursuit is motivated by the overarching objective of

contributing to the existing body of scientific knowledge, providing insights that can be used to inform the formulation of policies and support systems, and providing valuable guidance for working mothers as they navigate the complex landscape of contemporary work and family life.

Significance of the study

The significance of exploring working mothers' perceptions of early childhood development lies in its implications for understanding and addressing the complex dynamics between parental employment and child well-being. Working women frequently have the difficulty of juggling their career obligations with their caregiving duties. Understanding their perceptions regarding early childhood development provides valuable insights into how they navigate this balancing act. The impact of working mothers on children's well-being is a multifaceted issue influenced by various factors, including work schedules and the quality of parenting. Understanding the perceptions of working mothers regarding early childhood development is crucial for comprehensively addressing the complexities of balancing work and parenting responsibilities. Working mothers often navigate a delicate balance between their professional duties and their roles as caregivers. Exploring their perceptions provides valuable insights into how they manage this balancing act and the factors influencing their decisions and priorities. By understanding these dynamics, policymakers and support services can tailor interventions better to meet the needs of working mothers and their families. Insights into the quality of parent-child relationships and the challenges working mothers face can inform strategies for strengthening these relationships despite time constraints and other pressures associated with maternal employment. This understanding is essential for promoting positive child development outcomes and fostering a supportive family environment. Identifying the challenges working mothers face in promoting their children's early childhood development, such as time constraints and stress, is crucial for developing targeted interventions and support

systems. By addressing these challenges, policymakers and employers can establish more conducive work conditions and policies to accommodate the needs of working parents. Research on working mothers' perceptions can also inform the development of supportive practices and policies, including flexible working arrangements, parental leave provisions, and childcare support. These initiatives are essential for facilitating a better work-life balance and promoting positive outcomes for parents and children. Furthermore, amplifying the voices and experiences of working mothers through research can empower them to advocate for their needs and priorities. By validating their experiences and fostering a sense of solidarity among working parents, such research can contribute to creating more supportive environments for families where parents work outside the home. In 2020, over a third of working mothers in the U.S. faced substantial challenges, highlighting the importance of workplace acknowledgement of child-rearing difficulties (The Human Capital Hub). In Bangladesh, women navigate the delicate balance of aspiring to successful careers while raising children. This challenge requires a strong commitment, personal principles, and self-confidence to overcome career obstacles. Prioritizing work and family and effective communication are crucial for positive connections in both realms. Recognizing time management challenges, exploring flexible work arrangements, and prioritizing physical and mental health alleviate the strain of juggling work and parenting (Working mothers: The delicate art of balancing work and parenting, The Business Standard). Despite a wealth of research on parenting and its effects, there needs to be a noticeable gap in understanding the parenting practices of Bangladeshi parents, mainly working mothers. This study aims to address this gap by comprehensively exploring the specific parenting employed by working mothers in Bangladesh and its impact on the growth and development of young children. The overarching goal is to foster a better understanding of working mothers' challenges and benefits in balancing their dual roles, with ethical considerations ensuring participant privacy and cultural sensitivity throughout the study. The

research is poised to contribute to scientific knowledge, inform policies and support systems, and provide valuable insights to assist working mothers in navigating the complexities of contemporary work and family life. In summary, understanding the perceptions of working mothers regarding early childhood development is crucial for addressing the needs of families in which maternal employment is a reality. By informing policies, practices, and interventions, such research can support families and promote positive child development outcomes in contemporary work and family life.

Research Questions

- a. How do working mothers view and define their parenting?
- b. What struggles do they face balancing work and children?
- c. How do working mothers see the benefits and potential drawbacks of different parenting on child development?

Operational Definition

Working Mothers' Parenting: The term "Working Mother's Parenting" in this study refers to the specific behaviours, attitudes, and practices that mothers who are employed and simultaneously responsible for caregiving and raising their children utilize. This refers to the methods employed by employed mothers to manage the competing requirements of their careers and their children, encompassing various aspects such as time management, providing emotional assistance, implementing disciplinary methods, and making decisions concerning the welfare and growth of their children.

Early Childhood Development: Within the framework of this study, the term "Early Childhood Development" encompasses the comprehensive maturation and advancement of children between the ages of one and eight. Physical, mental, social, and emotional

development are all encompassed within this. Motor skills, language acquisition, social interactions, emotional regulation, and academic preparedness are all potential specific indicators. The research endeavours to comprehend the potential impact and contribution of working mothers' parenting styles to the outcomes in these critical developmental domains throughout the infant years.

Parenting Styles: In this research, "Parenting Styles" refers to the constant patterns of behaviour, beliefs, and tactics mothers employ to raise their children. The study employs Diana Baumrind's framework, which classifies parenting styles as authoritative, authoritarian, and permissive. The objective is to examine how these styles are evident in the setting of employed moms and their influence on the early childhood development of their offspring.

Thematic Analysis: This research employs the qualitative data analysis technique known as "Thematic Analysis" to uncover, analyze, and report reoccurring themes or patterns within the interviews and focus group discussions. This is the methodical categorization of qualitative data to reveal fundamental concepts, ideas, and understandings about the parenting styles of employed moms and their impact on the development of young children.

Research Participants: The term "Research Participants" pertains to employed women with young children, specifically between the ages of one and eight. These women are willing to participate in thorough interviews or group discussions to delve into their experiences, attitudes, and parenting practices while employed.

Data Security: In this study, "Data Security" refers to the precautions implemented to safeguard the confidentiality and privacy of the participants' information. The system incorporates robust data protection measures such as secure storage, limited access, and the utilization of anonymized data for reporting purposes, guaranteeing the preservation of individual identities' confidentiality.

Chapter II: Literature Review

Previous studies on working mothers, parenting approaches, and early childhood development are examined in the literature review. This analysis will explore qualitative research investigating the firsthand experiences of employed mothers and their children, specifically emphasizing how career obligations, societal norms, and individual convictions impact parenting approaches. A parent's approach can significantly impact their child's growth and well-being. Parenting is a complex journey. Three well-known parenting methods—authoritative, authoritarian, and indulgent or permissive—stick out from many approaches. Every style contributes unique beliefs, norms, and behaviours that affect the parent-child relationship. Authoritative parents prioritize their child's needs and set clear rules. Parents expect maturity from their children. Trustworthy parents assist children in managing their emotions. Even if they expect a lot from their children, parents in charge usually do not mind if they make mistakes (Kathy ,2011). The parent is demanding yet unresponsive. Authoritarian parenting is a harsh, punishment-heavy technique in which parents force their children to follow their rules without explanation or feedback and prioritize their position and perception (J.W. Santrock, 2007). "Indulgent parenting involves high levels of parental involvement with minimal demands or controls on the children." (Michael, 1987). In addition to being accepting and nurturing, parents are attentive to their child's desires and requirements. The world of parenting today is complicated by many factors that work together to solve many problems. A lot of mental health issues that teens face can be traced back to how their parents raised them. Research indicates that excessively protecting children can hinder their capacity to manage stress and anxiety, perhaps resulting in anxiety disorders. Some may risk their lives to gain independence despite considerable protection. The evaluation will also discuss working women's emotional parenting and child outcomes. Academic studies have explored working mothers' parenting styles and early childhood development. Parenting stress harmed mothers'

home, social, and community support. Mothers' parental stress only affected children's social skills through social support. Stress affects socially involved parenting through support. The perception of motherhood has shifted significantly with the integration of employment, influencing parenting approaches and child development. Studies by Wilson (2006) and Tong et al. (2009) reveal how working mothers redefine traditional roles, emphasizing the importance of balancing work and family for financial and emotional well-being. Meanwhile, research by Elsey et al. (2020) and Bishnoi, Malik, and Yadav (2020) highlights both the benefits and challenges of maternal employment on child development, particularly in urban low-income settings. Transitioning to the impacts of maternal engagement, Mens et al. (2009) and Anderson et al. (2021) stress the importance of supportive environments and flexible work arrangements. Moreover, insights from Sanvictores (2022) and Iqra et al. (2021) shed light on single-parent households' unique challenges and the crucial role of quality interactions in mitigating adverse effects. These studies underscore the complex interplay between maternal employment, parenting, and child development, advocating for supportive policies and resources to ensure positive outcomes for mothers and children alike.

Perception of Mother Regarding Parenting and Child Development

The perception of motherhood and its intersection with employment has changed significantly. So many women worked outside the home despite criticism, showing how vital it is for women financially and emotionally (Wilson, 2006). Wilson (2006) discusses how working mothers have redefined the traditional notion of motherhood, challenging the idea that the ideal mother should stay home. Through qualitative exploration, Wilson emphasizes the financial and emotional importance of women's contributions to their families' well-being, highlighting women's need to work and make sacrifices for their children's welfare. Working mothers must demonstrate their contributions to the well-being of their families. According to Wilson (2006), the individual in question can be described as a female who was employed and made sacrifices

for the child's well-being. The studies illustrate how supporting variables assist new mothers in balancing jobs and family. Working women redefined an excellent mother as someone who helps others rather than staying home. It would not value working mothers as employees at all! Mothers who work have numerous avenues to protect their right to work. Someone in need would claim that it generates much-needed revenue. More affluent women argue that they make good use of their skills. It is essential to safeguard their child's health. Whatever the case, working mothers benefit from "having to work" (Wilson, 2006).

Women have difficult choices between jobs and parenthood, affected by social and personal expectations. Motherly instinct may compel many women to prioritize childcare over career and bonding with children. Financial circumstances and career goals can encourage a return to employment. Despite grandparent or childcare support, working mothers often feel guilty. Working mothers may feel less guilty and more satisfied when both parents share childcare. Gender-based and cultural norms on maternal employment vary. Research demonstrates that maternal employment has diverse effects on children, depending on income and mental health. Maternal employment may reduce time with children and increase childhood obesity, but it can also boost family finances and mental health. The effects of maternal employment on children and families depend on daycare availability (pg-72 Poduval, J. D., & Poduval, M.,2009). It discusses the challenges and choices faced by women balancing jobs and parenthood, highlighting the influence of societal expectations and personal desires. It touches upon the complexities of maternal instinct, financial circumstances, and career aspirations in shaping decisions around employment and childcare. Additionally, it mentions the feelings of guilt experienced by working mothers despite support from family or caregivers. It also alludes to the variability in cultural norms and gender roles surrounding maternal employment. Finally, it discusses the diverse effects of maternal employment on children and families, emphasizing

the importance of factors such as income, mental health, and childcare availability in shaping these outcomes.

Furthermore, Tong et al. (2009) delve into the relationship between working mothers' parenting styles and their children's development in their longitudinal investigation. They find strong links between changes in parenting style and children's cognitive and social development, stressing the importance of spending quality time with children to mitigate any adverse effects of maternal employment. The study "Relationship of working mothers' parenting style and consistency to early childhood development: a longitudinal investigation" looks at how the parenting style of working mothers affects their children's social skills, vocabulary, motor skills, and intellectual growth over two years. More women are choosing to stay in the workforce after having children, which has led to more non-parental childcare, which changes the usual way of raising children. There are strong links between changes in parenting style and children's development, especially in vocabulary and social skills. This shows how important it is for mothers to spend time with their kids in their spare time. The study suggests that daily childcare help from family or social groups can lessen the possible adverse effects of working mothers on their children's development. This shows how important it is for working mothers to prioritize spending quality time with their children (Tong et al.; E., 2009).

Then, Elsey et al. (2020) examine the perceptions and demand for centre-based childcare among urban low-income working mothers in Dhaka, Bangladesh. With urbanization and increased female workforce participation, the study underscores the need for sustainable childcare solutions to support children's development and mothers' employment. In Dhaka, Bangladesh, low-income urban households' attitudes and demand for centre-based child care are examined. Urbanization and more women working significantly increase the need for child care as extended family assistance decreases. Sustainable centre-based child care is being

evaluated to meet this demand and potentially improve children, families, and society's health and development (Elsley et al, 2020).

Bishnoi, Malik, and Yadav (2020) also explore the multifaceted impact of maternal employment on child development across various domains. Their study highlights the role of working mothers in fostering children's confidence and social awareness while acknowledging the potential challenges stemming from limited time spent with children due to work obligations. Historically, women in Indian society have predominantly fulfilled the position of homemakers, bearing the responsibility for household duties and the care of children. Nevertheless, more women have joined the labour sector over the last twenty years due to progress in education, growing consciousness, and escalating living expenses. Currently, women who are employed have become essential contributors to the progress of society and have a significant impact on the economy, both at the national and global levels. This study examines maternal employment's influence on multiple dimensions of child development, encompassing physical, behavioural, educational, emotional, mental, economic, cognitive, and social domains. Working mothers contribute to the development of their children by fostering confidence, social awareness, and commitment. However, their work schedules and stress levels can affect child development, mainly when they have limited time to spend with their children. In contrast, moms who temporarily leave their employment to dedicate meaningful time to their children may encounter less adverse consequences in their personal lives. This study's results can guide policymakers in creating policies that promote the well-being of employed moms, ultimately resulting in enhanced care and growth of their offspring (Bishnoi, Malik & Yadav, 2020).

Parental styles vary in both Nigeria and Cameroon. Nigerians use authoritative or a blend of authoritarian and authoritative, while Cameroonians use permissive. Though different, both techniques work. Authoritative parenting boosts self-esteem in Nigerian youth. This indicates

that parenting approaches can work in different countries depending on cultural beliefs. Authority parenting typically works, but authoritarian parenting can function in collectivistic nations like Nigeria and Cameroon. Some cultures benefit from lax parenting, which is frequently discouraged. Overall, parenting styles represent how parents and children relate in their society, emphasizing cultural values in parenting (Akinsola, 2013). It explores the variations in parental styles between Nigeria and Cameroon, highlighting the influence of cultural beliefs on parenting approaches. The passage discusses how authoritative, authoritarian, and permissive parenting styles are employed in different cultural contexts and their impact on child development. It highlights the significance of recognizing cultural values in parenting practices and how they shape the parent-child relationship within society.

Benefits and Drawbacks on Child Development for Mothers' Engagement

Mens et al. (2009) investigate the effects of working mothers' stress on children's social skills through social support. They emphasize the importance of supportive variables in helping working mothers balance their professional and family responsibilities, ultimately influencing children's social development. Children of working mothers also develop close bonds with one another. Significant changes are needed to enable mothers to properly manage the demands of their employment with motherhood, both on an individual and organizational level (Mens et al., 2009).

Furthermore, Anderson et al. (2021) discusses the role of childcare in supporting working mothers, stressing its implications for businesses and society. They advocate for better childcare options and flexible work arrangements to alleviate the strain on working parents and improve overall productivity and talent retention. The pandemic has worsened the childcare problem for working mothers. With schools and daycares shuttered, many women gave up their careers. Families and the economy suffer. Some companies offer better childcare and flexible

work options to help. Parents and businesses need good childcare to improve productivity and retain talent. Parents can get backup daycare, money, and online schooling from companies. Businesses and society must recognize the importance of childcare for a strong workforce and economy (Anderson et al. 2021, August 26).

Sanvictores (2022) also explores parenting styles and child outcomes in single-parent families, highlighting the unique challenges faced by these households. The study underscores the significance of effective parenting styles in shaping children's behaviour and development, particularly in the absence of a second parental figure. Parenting styles vary widely based on culture and socioeconomic status, impacting children's development. Single-parent families may face additional challenges. Four main parenting styles—authoritarian, authoritative, permissive, and uninvolved—yield different outcomes. Authoritarian parents enforce strict rules, potentially leading to obedient but aggressive children. Authoritative parents nurture while setting clear expectations and fostering confidence. Permissive parents offer warmth but minimal rules, risking unhealthy habits. Uninvolved parents provide little guidance, resulting in self-sufficient but challenged children (Sanvictores et al., 2022).

Then, Iqra et al. (2021) examines the impact of maternal employment on language development, emphasizing the need for quality interactions between mothers and children to mitigate any potential adverse effects of working outside the home. Teachers claim that missing work frequently can be detrimental to this relationship. Attachment can be harmed by prolonged mother-child separation. Teachers cite research demonstrating the psychological damage that early separation from working mothers can cause. They emphasize how crucial the mother-child relationship is. Children require their mother's affection, and hiring someone else to raise them is different. Students underline the significance of a mother's care, affection, and trust-building for a child's well-being and acknowledge that working mothers frequently struggle to provide for the necessities because of work stress.

Parents, students, and most teachers believe working mothers have no cognitive effects. As per teachers, numerous components are involved in cognitive development, and evaluations conducted in the classroom and student performance indicate that children of employed and unemployed mothers grow similarly. Since both environment and genes influence cognitive development, mothers try to create a comfortable space for their children. Students claim that having working mothers has shaped their identities and destinies and helped them succeed. Many mothers, teachers, and students think that mothers' jobs have no bearing on their children's social development. Mothers claim that children seek out social bonds while their mothers are not there, which strengthens social stability. Both teachers and students concur that these interactions help children build their social skills, dedication, and mental acuity, leading to excellent social development. Some women, students, and educators advocate for mothers' employment and mental well-being. Tension and remorse accompany long-term separation. Students emphasize the need for daycare for working mothers, pointing out problems with infant development and exhaustion.

Teachers who are mothers themselves assist mothers' work and language development. If mothers work, it has little influence on language development. Working mothers' daughters perform better on several examinations. Children pick up language from their caregivers and surroundings, not their mothers. Mothers should put quality above quantity to lessen the adverse effects of working during a child's formative years. Parents should avoid using their phones, interact with their children, and spend time with them. Selecting to prioritize their children's emotional development and bonding over other activities might help parents. Mothers who supervise their children over the phone can better support and interact with them (Iqra et al.,2021).

Jill Purdy (2022) reviews the holistic benefits of childcare for working parents and children, emphasizing its positive impact on children's development and family well-being. The study

underscores the importance of recognizing childcare as an essential infrastructure for a strong workforce and economy. Children behave in different ways depending on how their parents raise them. The dominant style often highlights good qualities in children, like confidence and skill. Other things that affect how they act are what is happening around them, how they are, and their society. Working parents struggle to balance work and daycare, leading to stress and burnout. Without caregivers or flexible work hours, the strain grows. The constant worry about giving children good experiences adds to the stress. Childcare becomes more critical when wages stagnate and economic pressures rise. However, childcare has many advantages for both adults and children. It helps parents secure jobs, enter the workforce, boost productivity, and manage work and life. Children benefit from a dynamic atmosphere, social interaction, kindergarten readiness, and routines. Despite the hurdles, working parents' childcare invests in their children's holistic development and family well-being (Jill Purdy, March 3, 2022).

The study aims to examine the impact of working mothers on children's development and learning, highlighting both positive and negative effects. While working mothers contribute to children's self-confidence, social awareness, and ambition, bringing work-related frustrations home can lead to negative attitudes and hinder emotional outlets for children. The quality of parenting and management skills, including achieving work satisfaction, handling frustration effectively, and providing loving care to children, is crucial in mitigating adverse effects. Ultimately, the study underscores the importance of effectively balancing work and parenting responsibilities to promote positive child development. Overall, these studies shed light on the complex interplay between maternal employment, parenting and child development, emphasizing the need for supportive policies and resources to promote positive outcomes for mothers and children in diverse socio-cultural contexts.

Chapter III: Methodology

Interviews with working mothers will be used to find codes for the project. Through thematic analysis, the interview transcripts will show recurring themes and differences in parenting styles and how they affect a child's growth.

Research Approach and Design

A qualitative study design was used.

Research Site

The study was done in the Mugda Area of Dhaka city, because it was convenient and easy. Many different kinds of working mothers and parenting situations could be found there.

Research Participants

The research participants consisted of employed women with young children, typically aged three to five years.

Participants Selection Procedure

A group of working mothers from urban households with at least one child between the ages of three and five were chosen. Sixteen individuals will be in attendance. IDI will be performed with four mothers. 2 Face-to-Face Focus Group Discussions (FGD). 6 mothers will participate in each FGD group. The participants were intentionally chosen.

Data Collection Tool

The research tool used in this study was a customized guideline (included in the Annex) that contains specific questions related to the research objectives. The guidelines directed participants towards relevant research topics and ensured they stayed within the study's aims. Four focus group discussions (FGD) and in-depth interviews (IDI) were conducted to

investigate the perceptions of working mothers on child development. The study aimed to uncover the challenges working mothers face in raising children and explore the impact of a mother's involvement on the benefits and downsides of child development. The questions for this guideline were open-ended to gather a comprehensive perspective from participants.

Data Collection Method and Procedure

Semi-structured interviews were the primary data collection method for qualitative studies on Working Mothers' Perceptions of Parenting and Early Childhood Development. Our selection considered the varied backgrounds and life experiences of working women with young children. One-on-one interviews with open-ended questions and inquiries to explore their parenting experiences and styles were carried out following the acquisition of informed consent. After being audio recorded or gathered, the interviews were transcribed. Furthermore, comprehensive field notes were taken in order to document contextual data. Thematic coding was used in the data analysis to find recurrent themes and patterns, guaranteeing a comprehensive understanding of the intricate connection between early infant development and parental styles. Data security, participant privacy, and ethical issues were prioritized.

Data Management and Analysis

Semi-structured interviews were the primary data collection method for qualitative studies on Working Mothers' Perceptions of Parenting and Early Childhood Development. Our selection considered the varied backgrounds and life experiences of working women with young children. One-on-one interviews with open-ended questions and inquiries to explore their parenting experiences and styles were carried out following the acquisition of informed consent. After being audio recorded or gathered, the interviews were transcribed. Furthermore, comprehensive field notes were taken in order to document contextual data. Thematic coding was used in the data analysis to find recurrent themes and patterns, guaranteeing a

comprehensive understanding of the intricate connection between early infant development and parental styles. Data security, participant privacy, and ethical issues were prioritized.

Validity & Reliability

The tool was reviewed by BRAC IED and BRAC University experts to check for language and content. The tool was first piloted for testing reliability.

Ethical Issues

Ethical approval was taken from BRAC IED, BRAC University. Participants were required to provide oral consent. The confidentiality of all participants was protected. The data were exclusively utilized for academic proposal writing. The research was conducted without any form of bias.

Limitations of the Study

This research is subject to limitations, namely the restricted sample size and the reliance on qualitative responses. Furthermore, this research is restricted to working mothers of Mugda who possess higher levels of education. For a more comprehensive understanding of their experiences with early childhood, future research must also include samples from rural women residing in other cities and employed outside the home.

Chapter IV: Results/Findings & Discussion

This study investigates through semi-structured interviews and focus group discussions, to explore the Perception of Working Mothers on Parenting and Early Childhood Development. The selection process considered working women with young children's varied backgrounds and life experiences. One-on-one interviews with open-ended questions and inquiries to explore their parenting experiences were carried out following the acquisition of informed consent. After being audio recorded or gathered, the interviews were transcribed. Furthermore, comprehensive field notes were taken in order to document contextual data. Thematic coding was used in the data analysis to find recurrent themes and patterns for a comprehensive understanding of the intricate connection between early development and parenting. Data security, participant privacy, and ethical issues were prioritised. The research findings indicate that there were problems regarding child neglect, strained relationships between parents and children, aggressive behaviour in children, low academic accomplishment, and, paradoxically, increased independence and responsibility in some children as a result of their mother's participation in the workforce.

Results/Findings

The research findings on the perception of working mothers on parenting and early childhood development indicate that there were problems regarding child neglect, strained relationships between parents and children, aggressive behaviour in children, low academic accomplishment, and, paradoxically, increased independence and responsibility in some children as a result of their mother's participation in the workforce. It also emphasizes women role models. Research also discusses long-term effects like spending less time with kids and how work stress affects behaviour and thought. It claims that parents who take breaks from work to spend time with their kids can mitigate these adverse effects on family

satisfaction. However, some small actions will go a long way towards supporting working mothers caring for their kids. These include ensuring that it is accepted by society, implementing childcare and maternity leave laws, allowing women to work from home when possible, receiving support from partners and family, and providing counselling when necessary.

Two themes were identified regarding the impact on child development as a result of their mother's participation in the workforce, namely:

- i) Perception of mother regarding parenting and child development
- ii) Benefits and drawbacks on child development for mothers' engagement

i) Perception of mother regarding parenting and child development: Working mothers' perception of child development can vary based on individual experiences, values, and circumstances. Many working mothers acknowledge the importance of balancing their professional and parenting roles. While they may face challenges such as time constraints, they often emphasize the positive aspects of their dual roles. Working mothers often believe that their employment can contribute positively to their children's development by providing financial stability, modelling a strong work ethic, and demonstrating the importance of pursuing personal and professional goals. However, there may also be concerns about the potential impact of time spent away from children and the need to find reliable childcare solutions. Most of the mothers believed that their children were neglected as a result of their participation in paid labour outside the home, according to the findings. Mothers stated that they were compelled to labour outside the home and neglect their children due to financial necessity. In addition to struggling to maintain a work-life balance, these women felt tremendous remorse for not being able to spend sufficient time with their children.

"The financial pressure is real. I have bills to pay, school fees to cover, and necessities to provide. I am compelled to work, and I feel forced to choose between being a good provider and a good mother. It is a constant battle within myself, filled with guilt and remorse. I have missed school events, bedtime stories, and quality time with my kids. The guilt of not being there when they need me most is overwhelming. It is not about not wanting to be present; it is about not having the luxury to choose otherwise. There were moments when my daughter would ask, "Mom, why can't you stay with us more?" Moreover, that is heartbreaking." (IDI-1, 2ND December,2023)

The interviews unveiled that the child and parent experienced strained relationships due to the out-of-home employment of both parents. Employment pressures, long work hours, and an excessive load all contributed to parental stress, manifesting in the home as yelling and frustration.

"Our work demands are overwhelming, leading to exhaustion and stress. My relationship with my daughter suffers; she has become quieter, and I am snapping over small things. It is not the parent I want to be, and it is tough on all of us" (FGD -1,6 December 2023).

Even less time is spent with their children at home when mothers work full-time because they are mostly busy with their housework, and they sleep when they get home. People who participated and worked full-time said they could not monitor their child's behaviour changes. One person talked about how her daughter started misbehaving at school because her mother worked long hours.

"I work full-time. It is challenging because there is so much to manage around the house when I get home, and I sleep early. It leaves me with little time for my 5-year-old. I have noticed changes in my daughter's behaviour, which worries me. Unfortunately, my demanding job means I cannot always watch her closely. Recently, I saw some negative behaviours like

throwing things and getting aggressive, and it broke my heart. I want to be there for her, but the long working hours make it tough to be the mom she needs. It is a real struggle to find that balance." (FGD –P1 ,5 December,2023)

ii) Benefits and drawbacks on child development for mothers' engagement:

"Some mothers also said that not spending enough time with their children made them more likely to be aggressive. When mothers got their children back after work, they did not have much time with them to teach them good morals or how to behave appropriately. Some people thought children's fighting might be a way to get attention and time. When mothers could not miss work, they tried to change how they raised their kids or asked family members, like grandparents, to care for and watch their children for longer hours.

"I have a 4-year-old son. I work long hours, and it is like a race against the clock when I am home. I feel guilty that I lack time to teach him important values or help with his behaviour." (FGD-1, 6TH December 2023)

"The limited time after work means I cannot focus on instilling good morals in her. I worry that this lack of guidance might be contributing to her becoming more aggressive." (FGD-1, 6TH December 2023)

People who took part said their children are less likely to do well in school. The mothers also said that this caused them a lot of stress and sadness. It was essential to them that their children did well in school. Problems were brought up, like needing more time to help, watching them study, or doing their chores. Some mothers said they could not take their children to tutoring either because they had to work.

"Honestly, it is tough. I cannot always be there to help my kids with their studies or chores. And tutoring? Forget about it. The hours I spend at work make it impossible to schedule tutoring sessions. It is a real dilemma." (IDI-1, 2ND December,2023)

Supportive and involved parenting can foster a child's sense of independence and responsibility. Parents who encourage autonomy and gradually delegate age-appropriate responsibilities contribute to developing these essential life skills. Some people also said that their children had become more responsible and independent because they did work outside of home each week. They know their jobs at home and do what they are supposed to do. One person said that she thought her children were more grown up and independent than other children their age.

Participant 2: "My kids have learned to manage things on their own. They know what needs to be done, and it feels good to see them being responsible. "(FGD-1, 6TH December,2023)

Discussion

The views and definitions of parenting among working mothers can vary widely based on individual experiences, values, and circumstances. Working mothers often navigate the complexities of balancing career and family life, leading to diverse perspectives on parenting. Some may emphasize the importance of quality over quantity of time spent with their children, focusing on creating meaningful connections during the limited time available. Others may prioritize instilling independence and resilience in their children, viewing their work as a positive role model for balancing responsibilities. Working mothers might also place value on the support networks they cultivate, recognizing the significance of extended family, friends, or community resources. Overall, the views and definitions of parenting among working mothers are shaped by a combination of personal values, societal expectations, and the practical realities of managing multiple roles. In Bangladesh, working women have to find a balance between their work and housework duties. The number of mothers who work outside the home is growing, and it is creating difficulty in the holistic development of children. Everyone who took part was worried about their child's growth as a whole. In Bangladesh, the Child Daycare

Centre Bill 2021 was passed in Parliament to support working parents as the number of nuclear families is increasing day by day. Currently, 85 daycare centres have been established to provide childcare facilities for the children of working women. Additionally, the Ministry of Women and Children Affairs has taken steps to address the needs of street children by establishing two shelter homes dedicated to their rehabilitation. A survey found that 24% of carers declined paid jobs due to childcare issues. 84% wanted centre-based child care and would spend TK283 per month. 3.8 times more childcare was needed in slums than elsewhere (BMC Public Health, 10 December, 2020). Implementation issues included disadvantaged homes needing free childcare and meals. The study found that urban characteristics like long working hours, limited social capital, and safety concerns influenced childcare decisions, interacting with religious and societal norms to discourage centre-based care despite necessity. The increasing number of working mothers in Bangladesh highlights the demand for standard child daycare centres. Most centres cater to poor women, yet 98% lack a standard physical environment, including building design and layout (Islam & Khan, 2015). It was also clear to the mothers that influence on their child's attitude and behaviour was very important. Intervention research provides more compelling evidence of the impact that knowledge of child development plays in boosting parenting outcomes. Parents of young children have shown an increase in their understanding regarding children's development and habits relevant to early childhood care and nutrition, according to the findings of randomized controlled trial interventions (Alkon et al., 2014; Yousafzai et al., 2015). Global study also shows that mothers are aware of and worried about the role they play in their children's growth, especially when their children are young, under ten years old (Stephiana & Wisana, 2019). Everyone who took part in the study expressed their dissatisfaction with the pressure of working and juggling the responsibilities of managing the household, caring for children, and working. The majority of the participants expressed their dissatisfaction with the fact that they did not have sufficient

time or energy to spend with their children after work. Women are unable to attend to the developmental requirements of their children because of the duties they have at home, the social roles and expectations they should fulfil, and the adverse working situations they face. There was a view among working mothers that their child was neglected, which was the first topic that was detected. According to the findings of previous studies, children are more likely to be neglected and to experience a detrimental influence on their early development when mothers are working outside the home (Ordway, 2018). The strained relationship between the child and the parent as a result of the participation of both partners in the workforce was the second motif that was discovered. The combination of extended work hours and severe employment pressure contributed to the strain that existed between mothers and their children. To prioritize responsibilities associated with paid employment, some mothers also resorted to shouting at their children. Children who experience a troubled parent-child relationship characterized by shouting are more likely to develop negative behavioural traits and low self-esteem, according to additional research (Aulakh, 2011). In addition, children whose parents work for longer hours are more likely to exhibit negative behaviours, have low cognitive capacities, and have a higher risk of obesity and unhealthy eating habits. This is in comparison to children whose parents do not work or have flexible working hours (Sozialforschung, 2013). The experiences of children who were subjected to hostility emerged from this research. As a result of their participation in work outside the home, mothers stated that their children exhibited violent behaviour. This may have been the result of neglect, but it might also have been an attempt to get attention. A lack of adequate parenting can be a predictor for aggressive behaviour and other forms of deviant behaviour in children, according to other local research that supports this hypothesis (Batoool, 2013). One of the factors that contributed to mothers experiencing emotions of enormous guilt was the low academic success of their children, which was the fourth predominant theme. People had the misconception that mothers were unable to

assist and supervise their children in their academic endeavours because of the long hours they worked and the small amount of time they had at home. Several other pieces of research expound on the fact that women experience a great deal of guilt when they are unable to spend time with their children or assist them with their academic demands at home (Pelcovitz, 2013; Bishnoi et al., 2020). The findings of certain studies also suggest that children whose mothers are employed have a higher probability of failing their school examinations in comparison to children whose mothers do not have jobs (UK Essays, 2018). A positive finding was highlighted with regard to the participation of mothers in professional activities outside the home and their perceptions of the growth of their children. Additionally, a number of the mothers who participated in the study expressed their conviction that having their children work outside the home assisted their children's development of independence and responsibility. Because they were no longer dependent on their parents for continual attention and supervision, children were able to develop a greater sense of independence in terms of managing their responsibilities at home and at school, which contributed to their growth. Children whose mothers are employed are better capable of independently resolving issues and are more effective in dealing with challenges that they encounter in the real world, according to another study (Ordway, 2018). It is possible for working women to have a wide range of perspectives regarding the growth of their children, depending on their specific experiences, circumstances, and personal views. With the ability to successfully juggle their professional and parental commitments, some working mothers may have a sense of fulfilment and empowerment. However, other working mothers may struggle with emotions of guilt or stress due to the limited amount of time they have available. At the same time, many working women recognize the positive effects of setting an example for their children by demonstrating a strong work ethic and independence. They also recognize the significance of pursuing one's own goals and ambitions. On the other hand, there may be widespread worries regarding the amount of

time spent with children as well as the quality of that time. In general, the perspective that working moms have on the growth and development of their children is shaped by a complex interaction of elements, including the expectations of society, the values that they hold personally, and the particular dynamics that are present in each household. Working mothers see a range of pros and cons to the different ways of parenting and how they might affect their child's growth. It is widely agreed that showing children how to be independent, resilient, and hardworking is good for their overall growth. Maintaining a career is seen as a key benefit because it helps with financial stability and opens up more resources and possibilities. However, worries about lack of time and parenting guilt over missed moments come up, recognizing how hard it is to balance work and family. The stress and negative opinions from society that come with being a working mother are also possible problems. This shows how complicated and unique it is to handle these issues in a way that helps children grow and develop well.

Conclusion

In conclusion, the increasing rates of maternal employment have undeniably reshaped family structures and parenting approaches in contemporary society, both in Bangladesh and globally. Traditional gender roles, where mothers were primarily responsible for childcare, have undergone significant shifts, with women increasingly participating in the workforce. This transformation has brought about both challenges and opportunities for working mothers. On the positive side, women entering the workforce have gained financial independence, intellectual stimulation, and a sense of professional satisfaction. However, the challenges are substantial, particularly in the realm of balancing work and family life. Childcare challenges, workplace biases, and societal expectations often force working mothers to make difficult decisions, impacting their careers and personal lives. The study highlights the profound impact of childcare challenges on working parents, especially women, as evidenced by statistics

showing a significant percentage leaving the workforce due to insufficient childcare options. In Bangladesh, the labour force participation rate further emphasizes the need to address the challenges faced by working mothers, who form a significant portion of the workforce. The research delves into the realm of working mothers' perception of parenting, emphasizing the evolving dynamics influenced by working mothers. The study recognizes the diversity in parenting, influenced by cultural norms and societal expectations. The research explores parenting effects on children's academic performance, motivation, and mental well-being. The research aims to explore the parenting of working mothers in Bangladesh and their implications for the growth and development of young children. The significance of the study lies in its potential to inform policies and support systems and provide valuable insights to assist working mothers in navigating the complexities of contemporary work and family life. By fostering a better understanding of the challenges and benefits faced by working mothers, the research contributes to scientific knowledge and promotes a balanced perspective on the dual roles that working mothers undertake in today's changing society.

Recommendations

- The research emphasizes that there are still obstacles that prevent employed women from taking care of their children holistically (Kanya, 2022).
- Social acceptance, the implementation of policies pertaining to women (e.g., maternity leaves, day care services, and the option to work from home), assistance from family members and spouses, and counselling are a few straightforward solutions that could address the obstacles that working women encounter to take care of children (UNFPA EECA, 2023).
- Then, working parents must communicate. Include children to build collaboration, teach life lessons, and calm their fears (Njawaya, 2023).

- Parenting is about quality, not quantity. Focusing on meaningful activities, active listening, and making memories with the child instead of spending time together can strengthen the bond. Mothers should make every moment count instead of worrying about duration (Fernandes, 2023).
- To balance work and motherhood, delegating parenting to a partner, family, or support system is crucial. Embracing imperfections, prioritizing self-care, and setting an example for children by demonstrating the importance of balance, self-acceptance, and resilience in navigating the complexities of work and parenting are important (Afroz et al. 27, 2023).
- Working mothers should share feelings and challenges with other working mothers for support and advice. This supportive group provides emotional support and practical solutions, eliminating loneliness and making working motherhood easier and more satisfying (Health Meter Services Private Limited, 2023).

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Appendix A.
Research Tool(English)
Annex-1: IDI Guideline (English)
Topic: Perception of Working Mothers on Parenting and
Early Childhood Development

Date:	Education:
Duration:	Profession:
Participant Code:	Child's age:
Age:	Location:
Sex:	

General and ethical Instructions

- Introduce the IDI and its purpose
- Explain that the IDI should take approximately 60 minutes.
- Clarify confidentiality. Notes and recordings will be made during IDI, these will be used to produce a report
- Confirm that participation is voluntary; s/he can withdraw at any time or decide not to answer a question
- Confirm whether participants agree to proceed and if so, make a note of their name, age, education, and occupation
- Listen to Participants with respect and maintain privacy and confidentiality
- After conducting IDI, Thank the participant for his/her time

IDI Questionnaire

1. Would you please describe how you care for your child as a working mother?
 - i) Do you follow specific rules and regulations to care for your children?
 - ii) Please describe your typical daily routine, juggling work responsibilities and parenting duties.
2. Are you aware of the holistic development of your child?
 - i) Do you think your childcare style is helping your child to develop holistically?
3. Are there any challenges in maintaining work responsibilities and parenting duties?
 - i) What are the challenges you face in maintaining a balance between your professional and family life?
4. Are there any support systems, such as family, friends, or childcare services, that assist you in managing your dual roles?

5. What are some ways you encourage your child to be creative and imaginative?
6. Have you noticed any effects, positive or negative, on your child's emotional well-being based on your parenting?
7. How do you ensure your child's physical and mental holistic development while you are busy at your official work?
8. Do you have any special education for a parenting approach that has impacted your child's social skills and interactions?
9. What type of parenting approach have you taken for your child care?
 - i) How does this approach regarding the roles of working mothers influence your parenting decisions?
10. Is there anything else you would like to share about your experiences as a working mother and your parenting journey?

FGD

Serial	Name	Age	Educational Qualification	Profession	No. of children and their ages	
					Number	Age
p1	Laila karim	37	Masters	Banker	2	5,4
p2	Mita islam	35	Masters	Teacher	1	4
p3	Liza akter	29	MBBS	Doctor	2	5,7
p4	Swapna de	33	Masters	Banker	2	4,5
p5	Keya Chowdhury	37	Masters	Teacher	1	4,
p6	Samiha islam	28	MSN	Nurse	2	5

1. Can you share your knowledge about parenting and a child's holistic development?
2. Have you sought guidance or information on how to properly manage and stick to a daily schedule that balances your parenting and job commitments?

3. How would you describe your attitude toward the challenges of maintaining a balance between your professional career and your family life?
4. Can you provide examples of real-life situations where your parenting practices have influenced your child's development?
5. In your daily practices, how do you ensure that your experiences as a working mother contribute positively to your ongoing parenting journey?
6. Is there a particular aspect of your parenting practices that you believe has evolved, based on your experiences and reflections?

Research Tool(Bengali)

1. অভিভাবকত্বের পছন্দ এবং একটি শিশুর সামগ্রিক বিকাশের মধ্যে পারস্পরিক সম্পর্ক সম্পর্কে আপনি কি কোনো নির্দিষ্ট জ্ঞান শেয়ার করতে পারেন?
2. আপনার অভিভাবকত্ব এবং চাকরির প্রতিশ্রুতির মধ্যে একটি ভারসাম্য বজায় রাখে এমন একটি দৈনিক সময়সূচী কীভাবে সঠিকভাবে পরিচালনা করা যায় এবং তার সাথে লেগে থাকা সম্পর্কে আপনি কি নির্দেশিকা বা তথ্যের সন্ধান করেছেন?
3. আপনার পেশাগত কর্মজীবন এবং আপনার পারিবারিক জীবনের মধ্যে ভারসাম্য বজায় রাখার চ্যালেঞ্জগুলির প্রতি আপনার মনোভাবকে আপনি কীভাবে বর্ণনা করবেন?
4. আপনি কি বাস্তব জীবনের পরিস্থিতিগুলির উদাহরণ দিতে পারেন যেখানে আপনার পিতামাতার অনুশীলনগুলি আপনার সন্তানের বিকাশকে প্রভাবিত করেছে?
5. আপনি কীভাবে নিশ্চিত করেন যে আপনার জ্ঞান একজন কর্মজীবী মা হিসাবে আপনার চলমান প্যারেন্টিং যাত্রায় গুণগতভাবে অবদান রাখে?
6. আপনার প্যারেন্টিং পদক্ষেপের কোনও বিশেষ দিক আছে কি যা আপনার জ্ঞান এবং চিন্তার উপর ভিত্তি করে সময়ের সাথে বৃদ্ধি করেছে?

Appendix B

IDI Note

Please describe how you care for your child as a working mother.

i) Do you follow specific rules and regulations to care for your children?

i) Yes, I adhere to specific rules and regulations to ensure the well-being of my children. This includes maintaining a consistent sleep schedule, limiting screen time, and fostering open communication. Having clear guidelines helps create a structured and supportive environment for their growth.

ii) Please describe your typical daily routine, juggling work responsibilities and parenting duties.

ii) My daily routine involves early mornings to prepare breakfast and get the kids ready for school. Once at work, I organize tasks efficiently to maximize productivity. After work, I prioritize quality time with my children, helping them with homework, engaging in activities, and ensuring a nurturing bedtime routine.

Are you aware of your child's holistic development?

i) Do you think your childcare style is helping your child to develop holistically?

i) Yes, I am very conscious of fostering the holistic development of my child. My childcare style plays a crucial role in their overall growth. By providing a balance between academic, emotional, and physical activities, I aim to nurture a well-rounded individual who is academically proficient, emotionally resilient, and physically healthy.

Are there any challenges in maintaining work responsibilities and parenting duties?

i) What challenges do you face in balancing your professional and family life?

i) Balancing work responsibilities and parenting duties is undoubtedly challenging. One major challenge is time management, finding the right balance between professional commitments and spending quality time with my family. Additionally, there's a constant need for flexibility, as unexpected situations often arise, requiring quick adjustments to my schedule. The financial pressure is real. I have bills to pay, school fees to cover, and basic necessities to provide. I'm compelled to work, and it feels like I'm forced to make a choice between being a good provider and being a good mother. It's a constant battle within myself, filled with guilt and remorse. I've missed school events, bedtime stories, and just quality time with my kids. The guilt of not being there when they need me most is overwhelming. It's not about not wanting to be present; it's about not having the luxury to choose otherwise. There were moments when my daughter would ask, "Mom, why can't you stay with us more?" And that's heartbreaking."

Are there any support systems, such as family, friends, or childcare services, that assist you in managing your dual roles?

i) Yes, I am fortunate to have a robust support system in place. My family and friends are crucial in helping me manage my dual roles. We share responsibilities, and they provide emotional support when needed. Additionally, I rely on trustworthy childcare services when work demands extra time. A reliable support network is invaluable in navigating the challenges of being a working parent.

What are some ways you encourage your child to be creative and imaginative?

i) Fostering creativity and imagination in my child is a priority. We engage in regular arts and crafts activities, allowing them to express themselves freely. I also encourage reading by exploring a variety of genres, sparking their imagination through the magic of storytelling. Additionally, outdoor adventures and nature exploration provide a rich canvas for their creativity to flourish.

Have you noticed any positive or negative effects on your child's emotional well-being based on your parenting?

i) I have observed positive effects on my child's emotional well-being based on my parenting approach. Creating a nurturing and open environment has allowed them to feel secure and express their emotions freely. Regular communication and active listening have strengthened our bond, contributing to their emotional resilience and well-being.

How do you ensure your child's physical and mental holistic development while you are busy with your official work?

i) Honestly, it's tough. I can only sometimes be there to help my kids with their studies or chores. And tutoring? Forget about it. The hours I spend at work make it impossible to schedule tutoring sessions. It's a real dilemma. Despite a busy work schedule, I am committed to fostering my child's physical and mental well-being. This involves strategic planning, including meal prepping for nutritious options, organizing a structured study environment, and incorporating physical activities into their daily routine. Regular check-ins and open communication create a supportive atmosphere, ensuring their holistic development is a continuous focus.

Do you have any special education for a parenting approach that has impacted your child's social skills and interactions?

i) Yes, my parenting approach incorporates principles from social-emotional learning. By focusing on teaching my child empathy, self-awareness, and effective communication, I've witnessed a significant impact on their social skills. This approach has helped them navigate friendships, resolve conflicts, and engage positively in various social situations.

What type of parenting approach have you taken for your child care?

i) How does this approach regarding the roles of working mothers influence your parenting decisions?

i) Yes, my parenting approach draws inspiration from positive reinforcement techniques. By acknowledging and praising positive social behaviours, my child has learned the importance of kindness, cooperation, and empathy. This positive reinforcement has contributed to the development of strong social skills, fostering positive interactions with peers and building a supportive social network.

Is there anything else you would like to share about your experiences as a working mother and your parenting journey?

i) I would like to highlight the importance of self-care in the journey of being a working mother. It's crucial to recognize the need for personal well-being and balance amidst the demands of work and parenting. Taking moments for myself, whether through a hobby or relaxation, positively impacts my professional and parenting roles.

FGD Note

Can you share your knowledge about parenting and a child's holistic development?

P1. Parenting choices play a crucial role in a child's holistic development. For instance, research indicates that positive reinforcement and consistent discipline contribute to emotional stability and resilience in children. By creating a nurturing environment, parents can foster healthy emotional growth.

Have you sought guidance or information on how to properly manage and stick to a daily schedule that balances your parenting and job commitments?

P1. Finding a balance between parenting and work is crucial for maintaining overall well-being. I've sought guidance from various time management experts and online resources to

develop effective strategies for creating and adhering to a daily schedule that accommodates my parenting responsibilities and job commitments.

How would you describe your attitude toward the challenges of maintaining a balance between your professional career and your family life?

P1. "I work full-time. It's challenging because there's so much to manage around the house when I get home, and I sleep early. It leaves me with little time for my 5-year-old. I've noticed changes in my daughter's behaviour, which worries me. Unfortunately, my demanding job means I can't always watch her closely. Recently, I saw some negative behaviours like throwing things and getting aggressive, and it broke my heart. I want to be there for her, but the long working hours make it tough to be the mom she needs. It's a real struggle to find that balance. However, I approach the challenges of balancing my professional career and family life with a proactive and positive mindset. Rather than viewing them as obstacles, I see them as opportunities for growth and learning. This perspective helps me navigate the complexities with resilience and a commitment to finding effective solutions."

Can you provide examples of real-life situations where your parenting practices have influenced your child's development?

P1. One key aspect of my parenting practices has been fostering a love for reading. We make reading a daily ritual, exploring age-appropriate books together. This has significantly contributed to my child's language development, imagination, and growing passion for learning.

In your daily practices, how do you ensure that your experiences as a working mother contribute positively to your ongoing parenting journey?

P1. Communication about reading includes introducing fun learning games. Whether it's word games, puzzles, or educational apps, I engage my 6-year-old in playful activities that reinforce reading skills. This approach makes the learning process enjoyable and interactive.

Is there a particular aspect of your parenting practices that you believe has evolved based on your experiences and reflections?

P1 As my child has grown, I've noticed an evolution in my approach to discipline. I've transitioned from a more hands-on corrective approach to emphasizing constructive discussions. This change allows me to guide my child in understanding the consequences of their actions and encourages them to make better choices.

Appendix C

Consent Form:

This is to state that I, _____, of _____, agree to take part in this qualitative research study, conducted by Antenna Sarker (Student ID: 22155015) on “Perception of Working Mother’s Parenting Style and Early Childhood Development”. As a participant in the study, I also agree to the following clauses:

- | | | | |
|-----|-------------------------------------|-----|----|
| i. | Having my voice recorded | Yes | No |
| ii. | Having my opinions and observations | Yes | No |

printed and published in a public forum.

I acknowledge that the Researcher and Institute has explained that my name will be kept anonymous and my personal details confidential. I also reserve the right to decline or refuse to answer any question, without fear of threat or coercion. My opinions and statements will be kept in its truest form, without any corruption or bias. As such, herewith find my agreement to being a willing participant to this research study

Signed,

Details of Researcher

Antenna Sarker (Email Address: antennasarker@yahoo.com)

BRAC Institute of Educational Development, BRAC University