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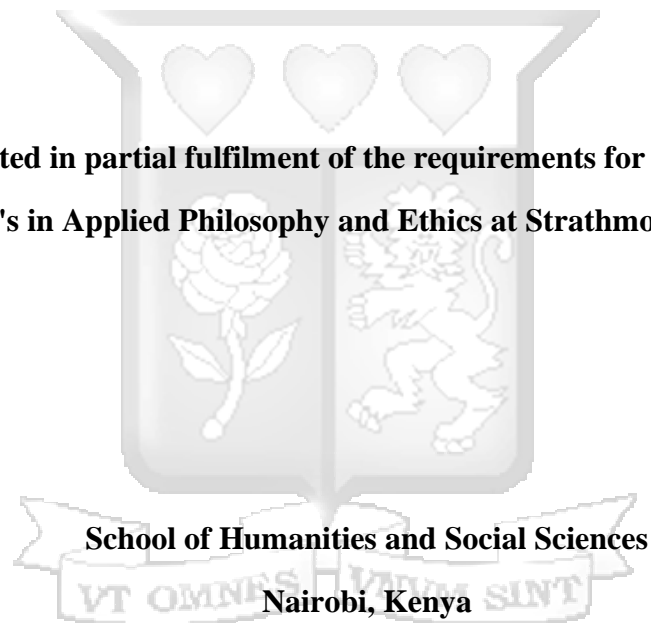
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**A Study of the Impact of Dual Career on Marital Relationships and  
Stability with Special Reference to Nairobi**

**Francis Julius Ogallo**

**134291**

**Submitted in partial fulfilment of the requirements for the Degree of  
Master's in Applied Philosophy and Ethics at Strathmore University**



**June 2025**

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Francis Julius Ogallo



..... [Signature]

26<sup>th</sup> May 2025

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## **Abstract**

The growth of dual-career marriages is one of the most pervasive changes in family and labour force structure around the world. It is generally anticipated that dual-career couples with high double incomes will have a relatively comfortable and happy marriage, as they can easily afford the family's current basic needs and make provisions for their future requirements. While doing so, it is anticipated that these couples would attain a significantly higher level of marital satisfaction. Even though these marital arrangements have financial benefits for the spouses and can provide opportunities for personal self-fulfillment, they also create intricate problems that affect marital quality and stability. Empirical data shows that dual-career couples face new and different challenges that affect what would otherwise have been marital bliss.

This study examined the impact of dual careers on the quality and stability of marital relationships of professional couples regarding the three aspects of role overload and stress-coping mechanisms, gender role perceptions, and family financial management. The study is grounded in an African urban setup and sought to understand to what extent the African outlook on marriage influenced these three aspects of marital life.

The researcher used a qualitative design approach for the interviewees to share their expectations, experiences, and challenges. The interviewees, who were professional individuals from diverse sectors, were carefully selected to meet age, religion, career, and income diversity. The qualitative data underwent thematic analysis to capture and interpret lived experiences.

The findings suggest that role overload coming from competing professional and domestic responsibilities significantly increased marital dissatisfaction and led to emotional exhaustion. Gender-role perceptions also proved a strong influence on the marital relationship, where more egalitarian couples reported much greater levels of marital happiness. Disagreements over financial management, especially on long-term investments, due to differing priorities and asymmetry of financial information, were widespread.

Intentional effort to create time for each other away from children paid dividends in remaining connected emotionally. Spending time with either set of parents enhanced the marital bond of the couple. Attending parenting and marriage classes together enhanced communication skills between couples and led to marital harmony. The role of the man as a breadwinner cannot be replaced without serious consequences to the stability of the marriage because men are defined by what they do. In contrast to African traditional marriage, which places a high value on having many children, dual career couples prefer to have few. Many of them claim they would not be impacted by childless marriages and would reject any worldview that sets procreation as the primary marital goal. In general, the study indicates that while dual-career marriages can enhance relationships through shared goals and financial security, they also require active negotiation, equitable role sharing, and good communication to sustain marital quality and minimise instability.

The study's theoretical framework was Von Hildebrand's Nature of Love, which does not differentiate the genders as is typical of the philosophy of man. The philosophy of love, such as Von Hildebrand's, provides an ethical or normative picture of what couples should strive for, but is not adequate in analyzing the political, structural, and pragmatic realities that characterize dual-career marriages in the modern world. The study recommends a theoretical framework that combines philosophical ideas with social, feminist, and economic perspectives for a more effective analysis of dual career marriages.

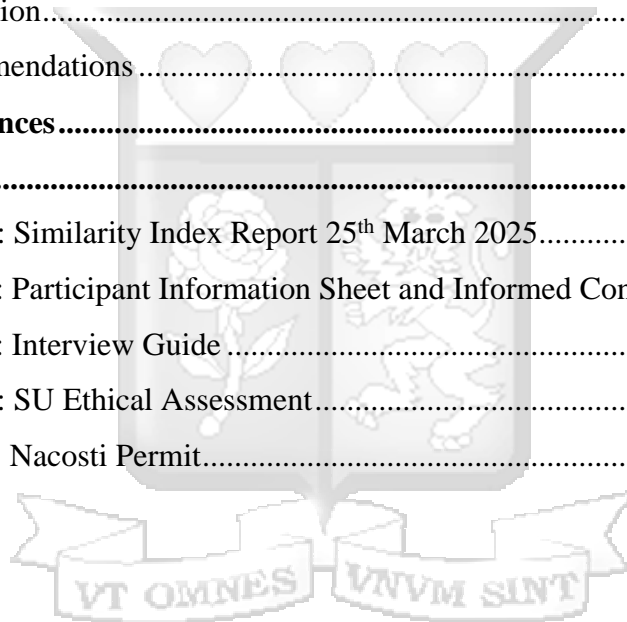
The study provides useful insights for marriage counsellors, policymakers, family therapists, Human Resource Officers, Church ministers, pastors and dual-career couples dealing with the stresses of modern professional life. The research adds to a nascent body of knowledge on work-family dynamics.

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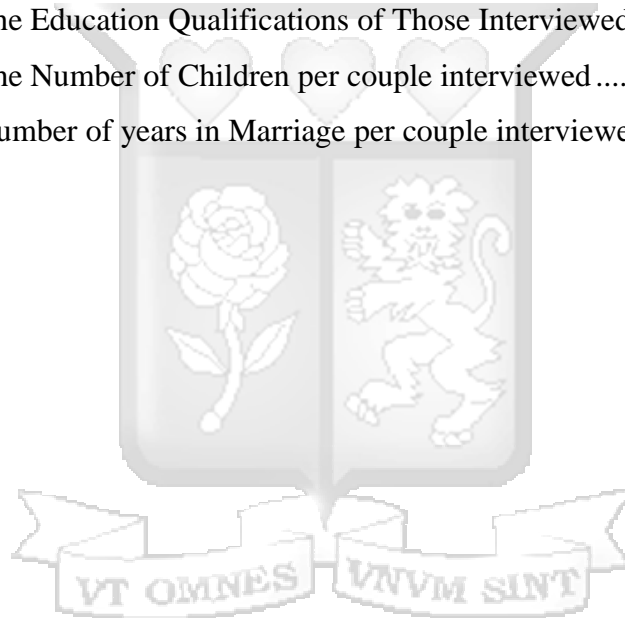
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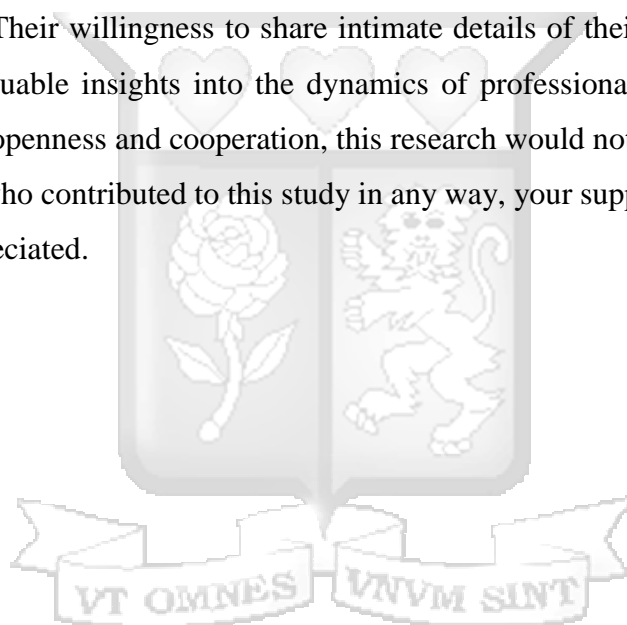
## Definition of Key Terms

Couple	Two married individuals of the opposite sex.
Dual career couples (DCC)	Two married professionals dedicated to growing and progressing in their respective careers for the rest of their lives (Rapoport & Rapoport, 1969).
Dual work couples	Two married people who work outside the home, but one of them could readily compromise their career or employment when family obligations demand it or the primary provider moves (Rogers & DeBoer, 2004).
Eudaimonic Love	This is the pursuit of happiness or contentment through the love of another person. It contrasts with love as a value response corresponding to the intrinsic value of the beloved (Plato, 1997).
Gender	The behavioural, cultural, or psychological traits typically associated with one sex (Rice, 1979).
Gender ideology	This is the attitude one holds towards traditional roles for men and women in a marital context (Rogers & DeBoer, 2004).
Gender Display	Performing specific actions to highlight one's gender following social and cultural norms; for example, in some Kenyan communities, only men eat a chicken's gizzard, while in others, purchasing meat and bringing it home is solely a man's responsibility (West & Zimmerman, 1987).
Identity Shift	Over the course of marriage and career advancement, an individual's self-perception may change. This is known as an identity shift.
Love	It is a value and affective response to a person of the opposite sex, and when reciprocated, it brings delight and happiness (Hildebrand, Crosby, Crosby, & Schmitz, 2009).
Self-actualization	This is the desire to fully utilize one's abilities and realize one's full potential (Maslow, 1981).
Status Spillover	This occurs when the lower status of one spouse may influence the status evaluations of the other spouse in a different field (Barling, 2017).

## **Acknowledgements**

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I am also profoundly grateful to the couples who generously volunteered to participate in this study. Their willingness to share intimate details of their marital relationships provided invaluable insights into the dynamics of professional couple relationships. Without their openness and cooperation, this research would not have been possible. To everyone who contributed to this study in any way, your support and generosity are sincerely appreciated.



## Dedication

This study is dedicated to all professional couples who, despite their honest efforts to keep their marriages together and seek true happiness, have found that marriage is still a heart-rending endeavour.



## **Chapter 1: Introduction to the Study**

### **1.1. Introduction**

This chapter will explain the issue and develop research questions to help readers develop a more nuanced understanding of the contemporary marital relationships of professional couples in Nairobi

The configuration of the modern family has changed considerably in the past few decades, with dual-career couples being the norm in most parts of the world. Both partners in these couples are professionals, frequently in prestigious and stressful jobs, and while their lives and careers may be interesting, their stories tend to be rather mundane. Although such a transition demonstrates progress in the quest for broader social development (especially regarding gender parity and economic contribution), it has brought about new, and even complicated, challenges that traditional single-earner or male-breadwinner models have not had to deal with (Barnett & Hyde, 2001).

There are several benefits that dual-career couples enjoy, such as financial stability, job satisfaction, and joint decision-making. For many professional couples, though, the reality is much more complex. Parallel careers often result in role overload, which occurs when both partners are stressed and pushed to meet the demands of work while at the same time bearing responsibilities in the household (Greenhaus & Beutell, 1985; Coverman, 1989). This can lead to feelings of emotional drain, less quality time with one's spouse, and ongoing disharmony within the marriage.

Furthermore, traditional gender roles continue to hold sway even in dual-career homes. Women in particular often do a larger portion of domestic and caregiving work, even if they earn equal or more income for the household (Hochschild & Machung, 2012). This inequity has implications both in terms of frustration and conflict, and also for one's perception of fairness and satisfaction within the marriage (Eagly & Wood, 2012).

Apart from emotional and household stress, money management can pose a point of contention for dual-career couples. Choices about long-term investments, budgeting, saving, debt, and who is in control of the money are frequently intertwined with

questions of autonomy, trust, and power struggle. Money arguments are reported as one of the most common reasons for marital conflict and can be particularly exacerbated in dual income households (Dew, 2008), (Britt & Durband, 2010).

However, most of the research in Kenya concerns work-life balance from the perspective of individual stress, efficacy, or parenting quality rather than from a dual career household perspective. Fewer studies have examined how the dual-career dynamic affects the marital relationship itself, including the emotional quality, conflicts in the relationship, and the stability of the union. With more couples adopting this model of shared work-family roles, there is a pressing need to learn more about its implications for marriages.

In this regard, this research examined the effect of dual careers on the marital quality and stability of professional couples, especially through the mediation mechanisms of role overload, gender role perceptions, and financial management conflicts. The research has explored these challenges theoretically and empirically, and provides a more nuanced understanding of contemporary marital relationships to promote healthy and resilient relationships.

## **1.2. Background of the Study**

One of the key goods that each family seeks is the unity of the family expressed in marital stability. According to Aristotle, this stability is good for the security and happiness of the couples, the mutual help that the couples give to one another, the education and psychological development of the children, and the proper practice of religion (Politics VII, 1330a, Harvard, 1944). This stability is constantly being threatened. One often hears complaints from married men in Kenya that successful women disrespect their husbands. On the other hand, women complain that men feel intimidated by successful women and invent problems to justify the claim of disrespectfulness. Men complain that women misuse the power that arises from perceived economic well-being. Most women would wish to marry successful men or those with the potential to succeed in life, and one wonders whether men also look forward to marrying successful women. Since it is clear that having dual incomes is a

positive benefit for the entire family because the family has more to spend on various and varied family needs, it is therefore important to understand why high incomes sometimes become a source of strife in the relationship.

Since success is a positive value, even if measured by monetary income and better education, it is important to understand the best practices for managing success that would enhance marital stability. Social attitudes frequently influence marital stability. In societies where gender roles are more egalitarian, a woman's success is less likely to destabilize her marriage. However, in more traditional settings, a woman's professional achievements might challenge entrenched norms.

Research has produced mixed findings on the impact of dual incomes on the quality of marital relationships of professional couples. Although a lot of research has been done, the empirical evidence supporting the different perspectives that link professional women's high incomes and their work to divorce has been described as "inconclusive" (Bianchi, Milkie, Sayer, & Robinson, Sep. 2000), "contradictory" (Dechter, 1992/6/1), "mixed" ( (Brines & Joyner, 1999); (Oppenheimer, Aug 1, 1997)

According to some studies, women who earn more money or are successful in their careers are more likely to file for divorce, especially when they feel unsupported or unfairly treated in a partnership. However, this depends on the situation and changes greatly depending on personal circumstances and culture.

Kornbluh and Reeves (2012) found that cultural narratives often position successful women as neglecting traditional roles, creating tension in marriages where traditional expectations persist (Kornbluh & Reeves, 2012).

Garcia & Wiseman (2016) found that Women who feel that their professional success is not matched by equitable contributions from their spouses in household responsibilities often report higher dissatisfaction, leading to potential marital instability (Garcia & Wiseman, 2016)

According to Rosenfield (2017), Women with higher education and income levels are more likely to initiate divorce. This can stem from a combination of increased financial independence and unmet expectations in relationships, especially when women feel unsupported in balancing career and family roles (Rosenfield, 2017)

The Pew Research Center (2017) report, "*The Modern Marriage Gap*," highlights that marriages in which traditional roles are challenged (e.g., women earning more or prioritizing careers) often experience increased conflict if both partners are not aligned in their values or expectations (Centre, 2017).

Lastly, Bertrand et al. (2015) discovered that societies that honour women's accomplishments and encourage professional success and gender equality had a beneficial impact on the stability of marriages. Conversely, in settings where women's success is stigmatized or seen as a threat to traditional family structures, it may lead to instability (Bertrand, Kamenica, & Pan, 2015)

Shafer, Jensen, and Larson (2007) found that the effort individuals put into their relationships is strongly associated with satisfaction and stability across various union kinds, including those involving professionals (Shafer, Jensen, & Larson, 2007). Data from the Pew Research Center suggests that individuals with higher education levels, such as a bachelor's degree or higher, tend to have longer-lasting marriages. About half of first marriages in the U.S. are likely to survive at least 20 years, with college-educated women being more likely to have enduring marriages (Copen, Daniels, Vespa, & Moshe, 2012)

According to Killewald (2016), divorce is more likely to occur when husbands do not have full-time jobs, although material circumstances are not important factors in determining marital stability. The husband's obligation to provide for the family is still a major part of the marriage contract, and some equality in how household chores are divided could make the marriage more stable. The division of work, not money, is the key lens through which this gendered character is represented in marriage, which is nonetheless a gendered institution ingrained in the broader gender structure. (Killewald, 2016).

In her book *The Alpha Female's Guide to Man and Marriage*, Venker says that professional women, even feminist ones, are happier when their husbands are the primary breadwinners (Venker, 2017).

These studies suggest that while higher education and professional status can contribute to marital stability, factors such as relationship effort, economic stability, and effective communication are also crucial in determining marital satisfaction and longevity. Kenyan society is in rapid transition, being exposed to traditional customs while at the same time influenced by Western culture. It is crucial to understand how the many factors in society influence marriage stability. The effect of women's professional success on marital stability will ultimately depend on the interplay of individual relationship dynamics, societal norms, and the ability of both partners to adapt to changing roles and expectations. Supportive partnerships, open communication, and shared values may mitigate potential challenges and promote stability.

Despite these organizational and financial changes, societal standards still recommend that in conventional marital relations, men “should” hold a higher work status relative to their spouses (Barling, 2017). When this standard is broken, and women assume higher-status jobs, negative consequences may occur. Ladies are more likely to be targets of husbands' hostility, and the risk of conjugal insecurity increases (Barling, 2017). When people and organizations partner with others of higher status than themselves, they raise their status. Yet, on the other hand, persons who interact with those who hold lower status positions than themselves experience status anxiety or the fear of losing status, which can be financially and even professionally debilitating (Barling, 2017). Bringing this closer to home, when women accept that the statuses they worked so hard to attain at work are at risk due to their husbands' lower work status, they might experience a distinctive kind of status spillover.

Among the tribes of Kenya, men were always expected to work outside the home to support the family, give security, and care for their needs. Women undertook all home tasks connected with being a wife, mother, child-bearer, and food supplier (Karani, 1987). Recently, there has been a strong emphasis on the education of the girl child, and the latest statistics in Kenya (KNBS, 2024) show a definite trend toward gender parity. It was 40.4% females and 59.6% males in university enrolment in 2020, and it has become 43.2% and 56.8%, respectively, in 2023. Gender parity is being steadily approached. In the economy, the service sector has been dominating the manufacturing and industrial sectors. There is limited published data on the distribution of gender employment in various sectors of the economy. According to the World Bank Gender

portal in Kenya in 2019, 49.6% of women were in senior and middle management positions. While precise, up-to-date statistics on gender-specific employment in Kenya's service and manufacturing sectors are limited, available data suggest that women are predominantly employed in the service sector, particularly in care-related roles, while men are more represented in industrial sectors, including manufacturing. Efforts to address gender disparities in employment distribution continue, aiming to promote equitable participation across all sectors of the Kenyan economy. This rapid progression comes with economic and financial benefits to the women who traditionally were not there and adds an income to the family (Njiru, 2013).

Dual-career couples are a staple of modern family life, particularly among middle and upper-socioeconomic status families. This has been attributable to shifts in gender roles, growing educational attainment among women, economic pressures mandating dual incomes, and an evolving cultural awareness of women's rights to career fulfilment. As much as this is a big step forward for women and their financial security, it is also a difficult dynamic that can have larger consequences for the quality and security of a marriage. Although it may seem obvious that establishing a dual-career life together will strengthen relationships by encouraging equal financial responsibility and stability, research and anecdotal data are exposing a different side of the issue.

In dual-career couples, there is a lot of stress concerning the time available between work and family. Such strains can take the form of role overload, increased levels of stress, and loss of quality time to be emotionally connected—all of which can eat away at the underpinnings of a healthy and rewarding marriage.

Role overload is one of the most dominant issues, where both individuals, frequently working in highly stressful professions, face competing demands of work and family. This stress not only leads to mental and physical fatigue but also creates resentment and feelings of unfairness, especially when one partner believes that the burden of domestic responsibilities is skewed against them. This tendency is sometimes reinforced by traditional gendered expectations, even in supposedly modern households. When both husbands and wives are in full-time employment, women often bear the greater burden of housework and child care, so they experience a lot of pressure and conflicts. In addition, there are also growing tensions around financial management in dual-income

households. When both individuals are working, questions about financial independence, spending habits, and power struggles can quickly become adversarial. These kinds of divisions are frequently more about unresolved issues of power or identity, or respect between partners, and can, left unaddressed, erode the core of a marriage.

Additionally, fatigue that comes with juggling between two roles, or external pressures such as career mobility, relocations, travelling for work, and childcare service needs, may lead to marital discord, emotional detachment, and wishing for divorce. There is a cost to pursuing dual careers, a human cost that is frequently overlooked or underestimated: the cost in human emotion and relationships.

In this context of complexity, it is imperative that research systematically explores the effect of dual career life on the quality and stability of married life among professional couples. It's not just a matter of juggling schedules nor a question of time, but rather an underlying issue of identity, expectations, communication, and power struggles within the relatively new institution of dual-career marriage. The purpose of this study is to look at how economic conflicts, gender role beliefs, and role overload combine to affect marital relationships in couples with dual careers. Understanding these relationships is critical for creating programs and interventions that help couples manage the dual-career road and allow their marriages to thrive.

One observation that we have made on the relevant literature on dual career couple marriages and relationships is that they mostly come from Psychology and sociology studies. In the absence of relevant philosophical research on the subject we have adopted the literature and tried to get the closest philosophical concept that we could use to analyze these marriages and identified philosophy of Love by Dietrich Von Hildebrand.

Looking at modern dual career marriages through the philosophy of love provides some important considerations, especially regarding emotional connection, mutual recognition (and affirmation), and personal fulfillment. However this strategy has several drawbacks when applied to the complex socio-economic and practical realities of modern marital relationships.

Firstly, dual-career marriages exist within material and structural constraints of job demands and uneven domestic and caregiving labour, which the idealized philosophy of love tends to ignore.

Secondly, theoretical discussions of gendered power imbalances and the structural inequalities that underpin relationship roles are inadequately addressed in the philosophy of love, and yet it is critical in dual career relationships

Thirdly, dual-career relationships are heavily shaped by institutional factors, such as workplace policies, economic conditions, and social expectations, which are areas philosophy of love does not cover

Fourthly, in dual-career marriages, both partners are capable of major shifts in their careers, identity, and goals, and these shifts complicate the classic idea that love and commitments are static and fixed states

Fifthly, negotiation, compromise, and planning are all part of modern marriages. However, these are blind spots for the philosophy of love, which provides no practical advice in dealing with the logistical challenges accompanying dual-career marriages.

As we proceeded with the theoretical framework, we recognized its limitations in shedding sufficient light on dual career marriages.

### **1.3. Problem Statement**

Although the dual-career marriage is perceived as the contemporary couple that shares equal economic and personal fulfillment, for many professional couples, that is not the case. The dual career aspirations can cause highly stressful circumstances that will decrease marital satisfaction and stability. Although there are benefits associated with dual incomes, couples often experience role overload, mismatching of gender role demands, and differences in managing the family finances, which might lead to tension and unhappiness. Some of these concerns are never acknowledged or are brushed over in broader societal discourse, but have led to a disparity between the apparent benefits and the reality experienced by dual-career couples. Furthermore, although some literature exists regarding work-family balance, little research has been done in Kenya directly addressing how the intersection of work and family affects emotional and relational health in high-income, professional marriages. Against this background, this chasm is particularly pressing in light of the growing number of dual-career households. Thus, the principal question that this article seeks to explore is: How do dual-career

demands affect marital quality and stability among professional couples, particularly through the lenses of role overload, gender role perceptions, and financial management conflicts?

#### **1.4. Research Aim**

The primary goal of this study is to examine how professional couples' dual careers affect their marital stability and happiness in terms of role overload, gender role perceptions, and money management issues.

#### **1.5. Specific Research Objectives**

1. To what extent does role overload influence marital satisfaction and stability in dual professional families?
2. To investigate the impact of gender role attitudes on sharing the work of the home and childcare in dual-career marriages.
3. To examine the characteristics and impacts of financial management disagreements in dual-earner couples.

#### **1.6. Research Questions**

- 1) How do dual careers contribute to role overload and related stresses among professional married couples?
- 2) How do gender role perceptions influence the marital stability of professional married couples?
- 3) How do dual-income financial management practices affect the marital stability of professional married couples?

#### **1.7. Scope of the Study**

This study systematically investigated the impact of the dual career on the marital relationships of professional couples in Nairobi within the age group of 30 to 60. This group comprised successful professionals who have already settled in their respective careers and already had experience in marriage and managing family finances and were able to provide some understanding of the dynamics of new roles acquired in combining outside demanding roles as well as the roles at home and the coping mechanisms adopted and financial and status management in the family and all this impacted marital relationships. The study sought to understand how dual careers affected the marriage

relationships of urban middle-aged professional couples in Nairobi by studying how it affected the couple's role overload and related stresses, gender role perceptions, and joint financial management. Professional married couples were chosen because among them, there were women whose incomes were similar to or higher than those of their husbands. It was limited to professional couples married for 5-30 years. The age at marriage was chosen to represent their combined experience in the workplace and marriage, having achieved some success in the latter and faced the difficulties of resolving financial matters as a couple. We interviewed a sample of couples associated with the Program for Family Development (PFD) at Kianda School and Catholic International Community (CIC) Loreto Msongari. There were 24 people comprising 11 couples and two men whose spouses were unavailable at commitments of professional of work.

### **1.8. Significance of the Study**

The importance of this study is threefold: academic, practical, and societal.

1. **Academic Significance:** Despite the widespread research on work-family balance, this research takes a specific view of the marital consequences on dual career couples' emotional health. The study findings could serve public discourse and educational campaigns to promote more equitable and resilient relationships among dual-career couples. By unpacking the nexus between role overload, gendered postures, and financial disputes, this research contributes to the literature on modern marriage, gender and work, and organizational psychology.
2. **Practical Significance:** For spouses attempting to juggle the demands of two high-powered occupations, this study can provide some insights into common stress points in the relationship and provide knowledge of the techniques to deal with the issues. Marriage counsellors, family therapists, and Human Resources officers who coach employees on work-life balance and relationship stress may also benefit from the findings.
3. **Relevance to policy, practice, and the workplace:** Given the unique demands placed on dual-career couples, the results may help employers and legislators create family-friendly workplace policies like flexible work schedules, the ability for parents to work from home, or on-site childcare centres.
4. Given the widespread adoption of the dual-career model, understanding its impact on marital health is crucial for the promotion of marital stability and emotional health.

The study's findings could inform public debate and educational initiatives aimed at more robust and egalitarian partnerships.

Church ministers and pastors interested in coaching the members of their flock in understanding the influence of dual careers on the marriage relationships of professional couples in their congregations should find the findings helpful.

### **1.9. Limits of the Study**

This study identified a limited number of couples for an in-depth interview due to time and financial constraints. This allowed a deeper analysis of the qualitative data gathered while also keeping the possibility of further studies open. Other philosophical frameworks could be used to study the topic and evaluate the data. We used Dietrich Von Hildebrand's approach on the Nature of Love to provide us the philosophical lenses to analyse the dual career couple relationships. At the same time, future studies could use other approaches to address the same problem.

### **1.10. Conclusion**

In this chapter, we have presented the research background, problem statement, research objectives, research questions, and the study's scope, significance, and limitations.



## **Chapter 2: Literature Review**

### **2.1. Introduction**

Women's economic empowerment has introduced a new and complex dimension to marriage, an already challenging institution. In the traditional setup, gender roles were clearly defined, and the man's role as breadwinner was secure and unchallenged. In this chapter, we have explored both empirical literature on the impact of dual careers on marital relationships and the theoretical literature that focused on the nature of love, the Christian concept of marriage, the African concept of marriage, and modern marriage concepts related to professional couples. After outlining the theoretical literature, one theoretical framework was selected for the study, highlighting the philosophical perspective from which to approach the problem. The literature gap was identified, and the shortcomings of the theoretical framework were emphasized. Finally, a conclusion to the literature review chapter has been completed.

### **2.2. Empirical Literature Review**

This section provides an empirical literature review based on the US, Asia, Africa, and Kenya. Most published literature on the subject is in the US, so most of the literature discussed comes from the US. We believe this information is relevant to our dual career couples in Nairobi because of their university educational background and level of professional and social exposure. Many of those we interviewed have either worked in the US or studied in the US or Europe, or other foreign countries. Empirical scrutiny of the dual career family is a relatively new research area, having its genesis in the late 1960s.

#### ***2.2.1. The Development of Dual Career Couples***

Dual Career Couples (DCCs) are households where both couples pursue professional careers, according to Rapoport & Rapoport (1969). Some definitions emphasize DCCs' strong collaboration and career orientations (Petriglieri, 2019). This study will adopt the definition of Rapoport & Rapoport (1969). Even though DCCs maintained the nuclear family of a father, mother, and children as the primary structure of an intimate relationship between a man and a woman, Rapoport & Rapoport (1971) claim that in reality, it replaced the role of the man as the only breadwinner and the role of the woman

as a housewife and mother with the idea that both men and women could pursue careers while still maintaining a family life together. (Rapoport & Rapoport, 1971)

A two-professional marriage carries a high level of risk, according to Berman et al (1975), and it takes considerable skill to resolve conflicts and negotiate compromises when two highly educated people with different backgrounds and goals, strong achievement needs, demanding schedules, and multiple roles are involved (Berman, Sack, & Lief, 1975). They stress the need for strong conflict management and compromise-negotiation skills to successfully bring together highly educated individuals. The significant challenge of DCCs is to combine each partner's career and upward professional aspirations with a happy family life.

There have been limited research papers on the subject in Kenya, and most papers deal with work-life balance. The work-life balance papers are biased towards what practices need to be adopted at the workplace to enable staff retention and enable women particularly to be able to take care of their children better while at the same time pursuing work outside the home. For instance, Kinyili (2019) emphasizes the necessity of these procedures in Machakos County to retain employees in public health facilities. Other papers on work-life balance practices include Mulinge (2017) for nurses at Kenyatta Hospital, Muindi (2015) on Horticultural Farms in Kenya, Chemirmir, Richard, & Nassiama (2018) on the flower industry in North Rift, and Otieno (2010) on Commercial banks in Kisumu.

This study focuses on the internal relationships within the DCCs. Wanga (2019) addresses DCCs in Kenya in a way that is similar to the present study's methodology. The Wanga design methodology was quantitative, and the respondents did not fully share their perspectives on this emerging phenomenon among modern professional women, which limited the design's capacity to elicit insights from them. Wanga's study found that economic empowerment increases the chances of family instability because economically empowered women are less tolerant of unfair treatment from their husbands. According to Wanga (2019), monetary stresses influence a couple's emotions and communication negatively and influence their contentment in that marriage, reinforcing why professional women are less tolerant of their spouses. Wanga found that many

professional women were unsatisfied with their work-life balance, which affected their marital relationships and introduced marital instability (Wanga, 2019).

### ***2.2.2. Role overload and coping mechanisms***

One of the distinguishing characteristics of DCCs is carrying out professional work outside the home with its attendant workload and stress. Schnurman-Crook (2021) asserts that DCCs with higher levels of role overload in their employment differ in the quality of their marriages depending on how well they use appropriate relational and interpersonal coping mechanisms. Although work overload itself may not directly impact a partner's marital quality, how spouses perceive and handle these possible dangers within the framework of their marriage can have an impact (Fraenkel & Wilson, 2000). Individual coping techniques are utilized to lessen the negative consequences of role overload and provide couples with more opportunities to apply relationship coping mechanisms, including cooperative negotiation techniques and marital nurturing behaviours. Relational coping mechanisms include relieving the partner of household responsibilities and removing them from the child's needs so that they only have to deal with one or a few issues. Spouses use these strategies to encourage communication and supportive behaviour (Pearlin & McCall, 1990). Unfulfilled commitments to child care, marriage, careers, and personal time are sources of role stress in DCCs and affect the partners and their marriage (Schnittger & Bird, 1995). Those with higher education, a hallmark of DCCs, tend to rely frequently on aggressive behavioural coping strategies to cope with role overload (Schaefer & Moos, 1992). Inappropriate coping mechanisms used by spouses can exacerbate marital and personal stress. When aggressive and coercive strategies are used to manage marital stressors and relationship conflicts, it can lead to negative patterns such as demanding or withdrawing whenever one partner pesters the other with concerns in a hostile way, causing the other partner to shut down or withdraw.

Spousal support sustainability aids, such as enhancing the stressed partner's coping efforts by encouraging them during interactions and boosting self-esteem and self-confidence, are examples of relationship maintenance behaviour in an intimate relationship. Relational maintenance behaviour is shown by one or both partners making a concerted effort to build the relationship and are willing to put in the necessary time and energy (Carpenter & Scott, 1992). To sustain marital quality, DCCs may try

to work with the stressed partner until the stress is reduced and attention is given to the relationship once again (Lyons, Mickelson, Sullivan, & Coyne, 1998)

For a dual lifestyle to work, there must be a sense of equality in the distribution of household, marital, and family obligations. This shows a willingness to actively participate in everyday tasks (Guelzow, Bird, & Koball, 1995). The most significant effect still comes from the little, routine acts of kindness that spouses perform for one another. Setting appropriate boundaries for technological intrusions that cross the line between work and home life, such as emails, cell phones, sports, and TV shows that may be handled to the point that both parties can be comfortable, is one example of these actions (Fraenkel & Wilson, 2000).

When there is a lack of this sense of cooperative marital nurture, spouses may feel unfairly treated, which can result in reports of a poor marriage. The more burdened spouse may feel uncared for if the other spouse does not assist them or act in a manner that is proper for a partnership if only one spouse is responsible for the majority of the marital support (Thompson, 1991).

Research on dual-career couples in South Korea found that married women's level of job satisfaction and marital intimacy was strongly influenced by their husbands' commitment to household chores (Choi, Kim, & Myong, 2020). In a marriage, one's spouse serves as the primary provider of social support and the person to whom one turns first when experiencing difficulties. Husbands who share in housework may ease their wives' responsibilities while providing them comfort and support. This research supports the US study of Schnurman-Crook (2021).

When comparing couples with similar values, equal educational attainment, and a comparable distribution of working hours outside the home, it appears that fathers who are more involved in their children's development have more stable relationships. Their women are happier in their marriages because they don't have to shoulder the responsibility of childrearing themselves. Marriage is weakened by reduced economic interdependence when there are fewer opportunities for interaction, but it is strengthened by a more equitable distribution of household responsibilities (Kalmijn, 1999).

### ***2.2.3. Impact of Gender Role Perception on the stability of marriages***

The perception that each spouse has his or her gender role within the marriage may have an impact on their interpersonal relations. In a case where the husband holds the traditional view that household management is the woman's purview and does not contribute to these chores, the wife may find herself doing most of the work at home while also holding down a job outside. The wife's expectation of an equitable relationship with her spouse may be breached whenever she holds the unconventional belief that her husband should help out with house chores. She may feel as if she works a "second shift" at home. Her response to this injustice may show itself in decreased marital happiness, an uptick in conflict with her spouse, and a higher likelihood of a marital breakdown (Abele & Volmer, 2011).

The roles of a woman or a man in a marriage are associated with certain expectations. These expectations shape the identity standards held. According to West & Zimmerman (1987), the formulation of a gender role is a routine accomplishment that is constructed every day, and individuals appropriately locate themselves in their respective sex categories. It is not just that domestic work is a woman's activity but rather that when a woman does it and a man does not, it exhibits the essential nature of each. The issue is not simply the activity itself but rather the material embodiment of the male or female role and, consequently, of manly and womanly conduct.

This "second shift" may be unpleasant for women who believe their gender role is to run the home alone while working outside the home, but it may not inevitably lead to the breakdown of the marriage. Such unequal distributions of homework responsibilities are congruent with conventional gender norms, and traditionally oriented women would not necessarily view these inequities as unfair (West & Zimmerman, 1987).

According to West & Zimmerman (1987), when a woman carries out child-rearing, it fits into her identity as a wife, and when a man does his primary role of primary breadwinner, he is doing a gendered role that defines him as a man. When the situation does not allow him to exercise that role, he will try to adjust the situation, which at times may not be possible by preserving for himself a few specific roles to feel relevant and useful as the man of the house.

The women who are continuously earning higher incomes than their husbands can adjust themselves to accept the breadwinning role, which may not be part of their identity. She then assumes the role of the secondary or main breadwinner. In these scenarios, the perception of who is the primary breadwinner becomes contested and can lead to conflict (West & Zimmerman, 1987). Marriages can become unstable if husbands abandon their traditionally held role as the family's breadwinner.

According to Killewald (2016), the male breadwinner's role has remained critical for the establishment and maintenance of marriages. The results support the claims that making a living continues to be a major factor in husbands' responsibilities to support their families. She asserts that the primary lens through which this gendered aspect is portrayed in marriage—which is still a gendered institution ingrained in the larger gender structure—is the division of labour, not money or resources (Killewald, 2016).

According to a study by Coltrane (2004), men's happiness declines when their spouses make up a larger portion of the family's overall income (about 40 to 50%). Men are distressed when women's percentage contributions increase due to the endurance of breadwinning expectations, irrespective of their capacity to provide resources (Rogers & DeBoer, 2004). Married women may also use their increasing proportional contributions to demand increased men's domestic labour contribution and justify their requests for more egalitarian decision-making. (Rogers & DeBoer, 2004).

As individuals, men and women can both gain from sharing the burden of providing for the family, or males can suffer if married women's efforts are interpreted as a sign that men are unable to do so. Some married women do not wish to share in the breadwinning role, and their income is exclusively theirs. Such women are holding on to a traditional gender role. According to research by Rogers & DeBoer (2004), married women consistently benefited from increases in both absolute and relative resources. These improvements helped them feel better psychologically and have happier marriages.

#### ***2.2.4. Impact of Family Financial management on the stability of Marriage***

Marital discord brought about by family finances is mainly associated with how the family income is allocated and how it is controlled. Women can earn as much as their husbands do without hurting the durability of their marriages, but once that ratio exceeds parity, destabilizing factors appear (Teachman, 2010). Women's income fluctuations have little impact on the happiness of married women or men; growing income has a greater impact. Similarly, married men's satisfaction does not typically increase as women's income decreases. (Teachman, 2010).

Pahl (1989) categorized the primary methods that couples use to handle their household finances. Pahl's taxonomy of domestic economic allocative structures is one instance (Pahl, 1989). Depending on whether spouses have separate or shared responsibilities for managing household finances, money management strategies vary. Pahl's systems indicate which spouse is responsible for organizing certain aspects of the household budget where responsibilities are separated. The five basic money management systems identified by Pahl are the female whole wage system, the male whole wage system, the housekeeping allowance system, the independent management system, and the pooling system. Four of them can be thought of as involving separate spheres of responsibility for household money, whereas the pooling system uses shared or unrestricted domains of authority. Vogler & Pahl further split the Pooling system into a male-dominated, female-dominated, and joint pool (Vogler & Pahl, 2008).

Vogler and Pahl (2008) discovered that there are significant disparities in how couples govern and manage their finances. The study showed complex relationships between household income, household allocation system, and gender. Only around 20% of people employing the joint pool method follow the traditional notion of homes as egalitarian decision-making units in which resources are divided equally. In other households, the financial distribution system exacerbated or reduced gender disparities in a way that reflected the broader inequalities within and across households. Since the husband and wife shared the advantages of a larger income, there was more equality at higher income levels. The contrast between the joint pool and housekeeping allowance systems illustrates how inequities within the home can be reduced or increased by

various allocative systems. Regardless of whether a household had a lower or higher income, inequality between the husband and wife was lowest in households where there was shared control of pooled money and largest in households where the man controlled the finances. (Vogler & Pahl, 2008).

The money a person earns or inherits typically comes with particular ownership and control rights. These rights are currently threatened by marital ideology, which holds that everything should be co-owned and shared. A psychological sense of ownership, however, is difficult to shake. As a result of perceived ownership of earned income, a pattern of control can be justified, which can be detrimental to a spouse whose contribution is unpaid and, therefore, less evident. (Burgoyne, 2008).

### **2.3. Theoretical Literature Review**

#### ***2.3.1. Nature of Love***

Marriage has been described as the most intimate of all human relationships because it allows one person to completely devote themselves to another without reservation as the object of their love and because the relationship's foundation is reciprocal love (Hildebrand, 1997). There is no other earthly community whose fundamental essence is founded on mutual love. In a committed relationship, both the man and the woman desire to belong to each other. All forms of love seek a reciprocity that is free of selfishness, but in marriage, the aspiration is for a special kind of love in which the beloved belongs solely to the lover, rather than just a general return of affection. Any trace of excessive concern for oneself, with or without exaggerated feelings of self-importance, will ultimately hamper the flourishing of this mutual love. This kind of love transforms the two people in such a way that everything they do is affected by and influenced by this love. A few philosophers have studied this issue to comprehend the phenomenological perspective on the nature of love in general and conjugal love in particular.

In the Symposium, Plato defined what he meant by love. According to him, love must be a love for something to exist perfectly. It cannot exist without an object. Love exists about something, and that something must be something he is presently desiring. According to Plato, people fall in love because they are in need and are drawn to their loved ones because they can provide for those needs (Plato, 1997). Wojtyla (1993), on the other hand, says that human love between a man and a woman expresses itself as

desire, which confirms that humans are incomplete and desire others to complete themselves. However, this desire must not be allowed to dominate and overshadow all other things that define love. Love must desire what is best for the beloved in addition to simply having desires for them. The Platonic explanation of love is similar to the physical concept of love, where the lover should look out for his or her own happiness and best interests. Hildebrand is opposed to such a view about love. To him, that kind of love is exploitative and self-centered, using the other person to further one's happiness and perfection.

According to Hildebrand, love is a gift that arises only from sharing in the value of the one who is loved. A response to the other as a beloved, rather than as a happiness-producing object. It is enkindled by the distinctive unfolding of the person and the transcendence that is proper to that person. According to Hildebrand, the standard of love is not met by eudemonistic love. When he considers the responsive aspect of love, he positions it between eudemonism and altruism. According to Hildebrand, the beauty and preciousness of the beloved is the source of his alluring power. Love is a response to this intrinsic value. The standard of judgement of perfection placed on the beloved reflects the innermost character of the lover.

Every person of the opposite sex has value first and foremost as a person and only secondarily as a sexual being, according to Wojtyla (1993). Even though pity is a common starting point for romantic relationships, love cannot just be about consuming sympathy. That has to turn into a friendship. Friendship is built on shared values and concerns, common goals, and joint work. In contrast to sympathy, which only connects a man and a woman on a subjective level, friendship provides them with an objective shared interest. Even when it is intense, sensual pleasure alone cannot keep individuals together for very long (Wojtyla, 1993).

Platonic love aims at no requital. Aristotle asserted that reciprocity of mind and volition is necessary for love (Aristotle, 1996). St. Thomas Aquinas emphasizes further that love entails an affective union between the lover and the beloved that is distinct from simple altruism (Aquinas, 1947). According to Wojtyla (1993), Love requires reciprocity by its very nature, so we can hardly speak of 'selfishness' in this context. The need for reciprocity does not invalidate the disinterested nature of love. For Hildebrand, Love

expects a mutual response, and it is not altruism where one is loved whether they respond to love or not. Unlike delight, which disappears when the source of amusement is removed, love remains in the heart even when someone is not focused on the beloved. Jean-Luc Marion in his *Erotic Phenomenon* (2007) believes that a gift of love should be given completely freely, with no expectation of remuneration. Marion's description of love contains the gift problem: love, like the gift, must be given regardless of whether it is returned, without cause, and anchored in nothing but itself. The impulse to think of love as something that goes beyond and completely bypasses reciprocity becomes extremely troublesome. Because love must be unconditional, the beloved object's uniqueness is obliterated: the lover has no idea what she loves (Jean-Luc Marion, 2007). And, because it has to happen without consideration for the consequences, the beloved's reaction to being loved is similarly unaffected. The researcher finds this assertion by Marion problematic.

Marion (2007) contrasts the faceless stranger one meets through work interactions and the priceless beloved. In business dealings, neither party is concerned with the other's humanity; the only thing that matters is the thing being traded. In contrast, love sees the beloved as being special in his or her own right. According to Hildebrand, the belief that the beloved is unique is the value to which love must respond. Dietrich von Hildebrand has expounded his ideas on the nature of Love in two books, *The Nature of Love* and *Marriage and The Mystery of Faithful Love*. He insists on phenomenological realism as the disclosure of reality and the basis of true philosophy, and applies it to reflect on human love. He describes fourteen characteristics of love and dedicates a whole chapter to each characteristic. We outline his fourteen characteristics of love below.

Table 1 2.1: Summary of Von Hildebrand's Characteristics of Love Source: The author, 2022

	<b>Characteristic</b>	<b>Brief Explanation of the characteristic</b>
1	Love as a value response	Each value demands a reaction according to its place in the hierarchy of values. Love is a value response to the beloved because they are perceived to be intrinsically precious in themselves rather than from the perspective of personal gain.

2	Love is the affective response.	Love is not a product of intellectual reflection followed by a volitional act, but rather it is an affective response of the heart to a specific person of the opposite sex because they have been perceived to be special and precious.
3	Love desires requital	Love expects a mutual response and it is not altruism where one is loved whether they respond to love or not. Unlike delight, which disappears when the source of delight is removed, love, on the other hand, remains there in the heart even when someone is not focused on the beloved.
4	Love is transcendent	Not all things that draw us consciously match what we desire on a deeper level as individuals. We can escape the confines of human subjectivity through true value response. Some things serve the individual's flourishing objectively, and some are only subjectively and temporally gratifying.
5	Love brings delight	Delight is the joy that emerges from the awareness of something worthwhile in and of itself, not just the pleasure that follows from the satisfaction of a drive, desire, or appetite. Love is super factual, which means it remains even when the beloved is not physically present.
6	Passion-Striving for union with the beloved	Love brings with it a strong desire to be loved and be united with the beloved. That desire demonstrates a higher appreciation of the beloved. Love indicates the desire to unite spiritually with the other person, but this union requires the other person to love us back. Love involves taking a risk to step outside of ourselves in the hope that our love will be returned. It is not merely altruistic.
7	Beneficent-Striving to benefit the beloved person	Those in love see that what is in the best interest of their beloved is also in their best interest, so they will help and support what is in the best interest of the beloved. The anticipation that the relationship with the other person will benefit both of us is a component of love. It is a strong feeling of solidarity with the other person and a sincere concern for their well-being.

8	Love is self-donation as a gift.	Love provides a sense in which the beloved belongs to the lover and co-owns all the lover's things, status in life, and relations. One can comfortably say that my people are hers, and her people are mine, and my things are hers, and her things are mine. The self is not destroyed but remains differentiated and offered as a living person to the other.
9	Lover's subjectivity	The lover becomes part of things constituted by conscious experience and is very significant and intimate to the loving person. They include his being, his life, his health, his welfare, his professional and personal success, his economic condition, his bodily drives, his spiritual strivings, and all that stand concerning his happiness
10	Love is a source of happiness.	Being in a loving state is to be content in a very deep sense that permeates all aspects of one's life. Love permeates every aspect of existence, and happiness is the feeling that displays it. Happiness, however, should not be the goal of love but rather its outcome.
11	Neighbourly love	One loves their neighbours or strangers because God loves them, and they are His creatures. The beloved is first and foremost a child of God.
12	Moral Standing	Someone's moral standing can influence their love, and one's love can make someone more conscious of the moral aspects of life and add to one's respect, awe, or thankfulness. The quality of love depends on the moral maturity of the lover himself.
13	Faithfulness	Faithfulness is holding onto what is understood to be commanded. A love relationship may be entered into freely, but once it is established, it ought to be sustained.
14	Order in love	The romantic relationships in one's life and other emotional ties should be in the proper order. The value of an object should justify the stronger emotional bond with it. Love leads to a preferential and special attachment to the beloved.

### ***2.3.2. The Christian Concept of Marriage***

According to the document by Vatican Council II, *Gaudium et Spes* (1965) of the Catholic Church, marriage is the lawful and permanent union between a man and a woman ordered to the common life, mutual help, and procreation of children. A fundamental concept to understand about marriage is that it is a union of persons (Vatican Council II, 1965). Arising from this fact, regular and frequent communication between spouses is necessary for a marriage to thrive. It involves talking about everyday life: family, work, small events, family finances, and expenses.

The idea of marriage as the lifelong union of a man and a woman to have a family has existed from the start of recorded history. Marriage is a natural institution. At the moment of contracting marriage, the conjugal bond is constituted. Attraction, affection, and love—or perhaps just simple interest—were the first factors that brought them together. These factors combined to make a legal commitment and bond. By deciding to become husband and wife, they jointly confer rights and take on obligations that are permanent in nature and due in justice. Marriage is the culmination and manifestation over time of a self-donation that was already committed, as it ensures the link endures throughout the parties' lives (Burke, 2009).

The essence of marriage has been overlooked due to cultural influences that conflate the institution of marriage (marriage bond) with the concept of marital consent or even the experience of being married. From this perspective, some affirm that marriage exists as long as the mutual and continued willingness to love each other as spouses lasts. Therefore, marriage vanishes the moment that willingness diminishes or changes direction. This attitude is prevalent in the West but is catching up in our local culture, particularly among the elite (Waite, 1995).

According to the Christian view of marriage, a man and a woman are equal partners who enter into a commitment to support one another in raising a family. Together, they are responsible for raising a family and owning the family's property. (Vatican Council II, 1965). The Civil law and the Christian Marriage concept presume a monogamous marriage.

### *2.3.3. The African Traditional Concept of Marriage*

Abraham claimed that in African custom, marriage was the joining of two families through the union of one man and one woman to the exclusion of all other men in the case of the woman, along with their children. In monogamous civilizations, all other women were excluded from the relationship between the man and the woman (Abraham, 1962). Traditional African views on marriage are teleological. It is mostly used for reproduction. Barrenness was a valid reason to end a marriage. But there is no justification for the priority placed on kids. Mbiti refers to "personal immortality," which can be used to sum up the one important reason for the devotion to children in marriage. For a man's name to live on after his death, he needs someone to carry it (Mbiti, 1969). The man could marry more than one wife, and, in some way, this formed part of his wealth. According to Awolalu (1979), the Yoruba placed a high value on having children. Without children, the couple has not given back to the family and their community, and their unsuccessful marriage is both a misfortune and a curse. Even if she is wealthy, well-known, or successful, a barren lady is a disgrace to her race. (Awolalu, 1979). These marriage ideas were common among most African tribes, including Kenya. Westernization, Christianity, and modernization have all had an impact on the African culture.

Family as a notion has undergone a significant transformation. In modern society, the sole members of a family are the father, the mother, and their offspring. The statement of Abraham (1962) that the institution of the family has had some painful shocks made this argument very evident. The very tightly knit web that it once was has disintegrated, and the duties imposed by this ideal are disregarded to the point where society is heading toward atomism. Man, wife, and kids eventually make up the entire family. Historically, African traditional marriage demonstrates that mutual obligation, not love, was the foundation of marriage. Although the couple loved one another, love wasn't the cause of their marriage. In the past, weddings were performed after a third meeting between two people who had already met only twice. Nowadays, after three years of dating, couples divorce six months after getting married (Ogoma, 2014)

According to Ogunngbemi (1997), for an African to fail to cater to the needs of his wife and children was morally unjust. The responsibility of providing for his family lay on the man as the head of the family, and the wife's responsibilities were mostly in the

house at home and looking after a farm if they had one. This is a common concept among Africans. Akingbemi (2007) provides an answer as to why it was important to undergo marriage education among the Yorubas by saying that they thought that before their girls or boys entered into marriage and constructed a home, they had to realize that marriage was not a trial and error affair, which explains why it was highly vital for them to attend marriage education. Marriage was not a transaction between a man and a woman. Marriage came with duties and was not always a bed of roses.

#### ***2.3.4. The Modern Marriage Concept among Professional Couples***

In Eli Finkel's book, *The All or Nothing Marriage*, the first dominant form of marriage is the Pragmatic Marriage, which helps spouses meet basic survival needs (Finkel, 2017). This has been the typical traditional marriage we have in Kenya. This has been followed by the Love-Based Marriage. There is a newly dominant form, the Self-Expressive Marriage, evolving from the love-based marriage. Couples in this interpretation of marriage are expected to work together daily to support and manage a family and be best of friends, confidants, passionate and adventurous lovers, intellectual challengers, and biggest cheerleaders. These demands are increasingly being placed on the shoulders of the spouses rather than being dispersed throughout several relationships (Slotter, 2014).

Self-expression and healing from past traumas, addressing intimate needs, creativity, purpose, meaning, and contribution are all part of the current Self-Expressive Marriage model (Bloom, 2020). Modern marriages are frequently viewed as contracts aimed at assisting each spouse in reaching their greatest potential, self-actualization. Both men and women desire to reach their full potential (Maslow, 1981). When a couple takes on the challenge of doing personal growth work together, they have a chance to identify how they may be settling for less than is available for the sake of the family. Together, it should be possible to make changes so that both live a life of development, authenticity, and well-being (Pace, 2020). For married men and women whose partner supports them on their career paths, life can be very fulfilling. Married people assume a new identity of being a spouse when they get married. Personal and spiritual self-development transforms people. This shift should be for the better, but there is a risk that one could encounter a development that comes with one spouse's desire to change the partnership or even end the marriage entirely. (Pace, 2020). Lots of patience is needed to let each spouse navigate

the path to self-actualization. In conclusion, Lots of study is still needed to help couples navigate and deal with the new marriage paradigm that aims to involve the other spouse in personal development.

### ***2.3.5. The Mix of Marriage Concepts among Kenyan Married Couples***

Rapid changes are happening in the modern concept of marriage in Kenya. Most marriages are initiated by African traditional customs of paying dowry and other customs, and also incorporate Christian weddings. Others follow civil marriages after being initiated by traditional African customs. Others are initiated through African traditional customs. The personal growth marriage notion, a hybrid of the civil and Christian marriage concepts, is in the middle of them. Couples will have a concept that combines the three ideas mentioned above.

## **2.4. Theoretical Framework for the Study**

Von Hildebrand provides the different characteristics of the nature of love. These characteristics are like ideals that guide marital relationships (Von Hildebrand, 2009). These characteristics are very sensitive, and when any is betrayed or compromised, then the individual experiences a lack of love, which affects the actual marital relationship. The extent of the disruption of the marital relationship will depend on how many of those characteristics are affected and to what extent they are affected. This study will focus on how dual careers impact three aspects of marital relationships: role overload and stress-coping mechanisms among professional couples, family finance management practices, and gender role perceptions. The characteristics that Von Hildebrand identifies as the key aspects of the Nature of love shall provide the theoretical framework for the study.

The theoretical framework for this research will use some of the characteristics of love outlined by von Hildebrand in *The Nature of Love* (2009). As presented in section 2.2.1 above, von Hildebrand discusses 14 characteristics of love, dedicating a chapter to each.

This study will use the following three characteristics of love as explained by von Hildebrand.

1. Beneficent love and marital stress- Love is beneficent when those in love see that what is in the best interest of their beloved is also in their best interest and so will help and support what is in the interest of the beloved, including alleviation of any marital stress. This characteristic is to be found in Section 2.2.1, number 7
  2. Lover's subjectivity and gender role perception- Each lover has a unique subjectivity constituted by conscious experience and very significant and intimate things to the loving person. These include his being, his life, his health, his attitudes, his welfare, his professional and personal success, his economic condition, his bodily drives, his spiritual strivings, and all that is related to his happiness. The gender role perception is part of a lover's subjectivity that will affect their happiness. This characteristic is to be found in Section 2.2.1, number 9
  3. Love as a mutual self-donation and financial management- Love provides a sense of complete mutual self-donation in which the beloved belongs to the lover and co-owns all the lover's things, status in life, and relations. Co-ownership extends to everything, including the family's financial resources and the control and management of such resources. This characteristic is to be found in Section 2.2.1, number 8
- 
1. Von Hildebrand identifies love as beneficent, where what is beneficial to the beloved is also beneficial to the lover. This desire for the good of the beloved manifests itself in many forms, including going out of one's way to make the beloved happy, such as by removing stress at work or domestic chores or by purchasing a gift that one knows would make the beloved happy. This study investigated how dual careers contributed to the necessary concern for each other's welfare. If there are moments in which a spouse has closed themselves and only focuses on the advancement of their career at the expense of their spouse, this diminished their sense of love for each other. The spouses experienced lower quality in their marital relationship unless such attitudes were addressed. The research sought to understand how dual careers among urban professional married couples in Nairobi, influenced their ability to maintain their concern for each other's welfare.

2. Von Hildebrand identifies that for each individual there are unique things that constitute their subjectivity and are unrepeatable and which constitute what makes them happy. Depending on what gender role perception each spouse holds it can either be a source of happiness if it meets one's expectations or unhappiness if it doesn't. If one perceives inequity in the roles played by each spouse in the marital relationship it might also generate unhappiness. Gender role perception has been challenged lately by the equal participation of both spouses in paid work outside the home. Assigning new roles to each gender is an activity in flux posing serious challenges to professional married couples and affecting their overall assessment of happiness in marriage. This study will investigate the impact of dual careers on the couple's experience of happiness arising from their gender role perceptions among urban, professional married couples in Nairobi.
3. Von Hildebrand identifies that love provides a sense in which the beloved belongs to the lover and co-owns all the lover's things, status in life, and relations, and also their material wealth. Even the beloved's people are co-owned, and his things are hers and her things are his. All houses, shares, land and finances should be jointly owned and managed jointly. It leads to a preferential and special attachment to the beloved. The study will evaluate the extent to which a dual career contributes to the co-ownership of both material things, including financial and spiritual wealth among urban professional married couples in Nairobi.

### **2.5. Operationalization of Variables**

The variables arose from the literature review on dual-career couples in sections 2.1.2 to 2.1.4 and the unique features that dual-career brings that are different from traditional marriages where the man is the head of the family and the breadwinner. Some of those features include stress associated with extended work out outside the family, the conflict between gender roles when both spouses are earning and the situation calls for review of the traditional gender roles, and finally the challenge of managing two incomes both for short-term and long-term investments in the family. Below is a table of Operationalization variables.

Table 2 2.2: Operationalization of Variables

<b>Variables</b>	<b>Indicators</b>	<b>Measurement Criterion</b>
Career combined with Domestic work causes Role Overload and Stress	How would you rate how much free time is spent at home with your spouse compared with friends or sports?	If too much time is spent outside the home, it leads to unhappiness at home.
	Do you talk regularly with your spouse?	If couples do not talk regularly, they drift apart.
	Do you manage to spend time together doing small things?	Couples bond more when they do simple things together.
	Are you living together or apart because of your careers?	Living apart could lead to drifting apart
	How much travel do you do, and does it affect your marital relationship?	Too much travel separately could create loneliness and lead to drifting apart
	How do you make up if at all, for the time when you are forced to be apart for work purposes?	Couples need to be creative in creating special moments to spend time together
	Does your marriage provide you with emotional, intellectual, social, and recreational fulfilment?	If it is not, it will lead to a general lack of marital happiness
	Would you rate your expectations of your spouse to provide these different fulfilment aspects as realistic or too high?	Unmet expectations lead to unhappiness
	Do your work frustrations spill over to the family and put you in a bad mood and irritate your spouse and other members of the family?	If it does, it will lead to unhappiness among the other members of the family
	Would you say that the dual career that you pursue and all that comes with it are making you happier as a married couple?	If not the source of the unhappiness
What coping mechanisms do you use to contain career-related stress	If stress is not being handled effectively, it will lead to general marital unhappiness	

<b>Variables</b>	<b>Dimension</b>	<b>Indicators</b>	<b>Measurement Criterion</b>
DUAL CAREER DISRUPTS THE TRADITIONAL GENDER ROLE PERCEPTION	Are you happy with your gender role in the family	What is your gender perception of the role of your spouse?	Traditional perception leads to a very specific division of roles where House chores and childcare are the roles of the woman while the provision of all financial needs and the family upkeep is the role of the man. Drifting from that traditional perception can lead to unhappiness.
		What criterion do you use to assign each other the	If the criterion used is based on traditional roles

		various tasks and responsibilities? What would you want to be done differently?	and the couple doesn't have a common concept of the role of each gender, then it would lead to unhappiness.
		Does this division of roles make you feel valued and appreciated? Are you happy with the division?	If the division does not strengthen one's role then one will not feel appreciated which would lead to unhappiness.
		In case your spouse lost their source of income to the extent that they could no longer meet their obligations in the family, how would that affect your relationship?	If the man can no longer discharge his role as a family breadwinner, this could lead to marital disruption if the lady has a traditional perception of the role of the man as provider.
	Have you recently changed your worldview in a way that affects your gender role perception?	Have you recently changed your worldview in a significant way that affects your personal or spiritual development, e.g. Got 'saved' or started evening classes?	The changes in perception about who one is and one's vision about life that occur post-marriage will affect marriage relationships for the better and for worse
		Do you keep a healthy relationship with close relatives like parents and siblings from either side? Are they viewed as part of your family?	The views held by each spouse regarding their position in the larger family and the role of each gender in that larger family will affect the marital relationship.
		Children are a natural desire in marriage and, at times call for sacrifice and can take a big hit on career progression. Would your marriage remain stable if there were no children?	An unmet desire to play the gendered role of being a father or mother can lead to unhappiness and instability.
	Career Conflicts	Can you sacrifice your career ambitions for the sake of marital unity and the good of the children and your spouse?	A dual career introduces conflicts on whose career is more important than the other. Such conflicts can be resolved either by the gender role perception or based on what is the overall good of the family.
<b>Variables</b>	<b>Dimension</b>	<b>Indicators</b>	<b>Measurement Criterion</b>

DUAL INCOMES AND FAMILY FINANCIAL MANAGEMENT	Do you share in financial resources planning and responsibilities	Are you financially independent to the extent that you can maintain your lifestyle and those of your children without the support of your spouse? How does that impact your marital relationship?	A Healthy Marriage relationship involves shared activities, however mundane. Independence tends to make couples drift apart.
		Do you own your house jointly? Do you purchase household furniture and equipment together, or is it allocated to one spouse? In the event of a disagreement, would the one who purchased the items take them away? In the case of a disagreement, who would keep the home? How does the nature of ownership of the house affect your marital relationship?	Insecurity in ownership of the family house and household equipment and furniture can bring unhappiness
		How do you allocate financial responsibilities in the family? Are financial resources pooled or separate? Is each spouse aware of all the big and small financial expenses in the family? Are there expenses being incurred without the other spouse knowing? If so, what is the reason for that? How would you want it improved and why?	Financial trust is very vital in marital relationships, and operating with transparency in financial matters will enhance marital relationships
		Do you operate separate bank accounts? If so, how does your spouse perceive it? Does it make her/him secure or insecure? Why do you say so? Do you have full access to the accounts and the ATM/Credit Cards?	Insecurity in ownership of the family's financial resources can bring unhappiness and mistrust. Trust is a key ingredient in any healthy marital relationship
	Impact of Financial Income Parity and Disparity	How does the disparity or similarity in your income affect your marital relationship?	Both parity and disparity can affect marital relationships.

		Do you regularly argue with your spouse about finances: •daily •weekly •monthly •rarely •never. What is the nature of the arguments?	Frequent arguments about finances can lead to marital drift among married couples.
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## 2.6. Research Gaps

Most of the literature has covered the impact of dual careers on marital relationships in the US. The literature mainly comes from the field of sociology, psychology and Family Studies. This study will support the same literature, even though it is not from the field of philosophy or ethics which the present program of study deals with. The literature covers a wide scope of the life of dual career couples more than philosophy would do. This is the limitation of the philosophy of love which looks at only a narrow aspect of the life of a married couple and cannot shed light on many other aspects that deal with the work environment policies or the logistics needed to get things done or even different gender role perspectives held by the spouses. This study is anchored on the philosophy of love and uses this philosophical lens to discuss the relationship between dual-career couples.

## 2.7. Conclusion

Chapter Two has discussed the empirical and theoretical literature related to the overall aim of the research and the specific research objectives. It presents the theoretical framework inspired by Von Hildebrand's 14 characteristics of love. The chapter discusses which characteristics will inform the study and explains how they are linked to the research objectives and research questions.

## **Chapter 3: Research Methodology**

### **3.1. Introduction**

This chapter dealt with how the research was designed and carried out. We explain how the target population was selected and how the interviewees were sampled. It highlights the data collection methods and how the data analysis was done. It provides the precautions that were taken to achieve high research quality. Finally, it considers the ethical considerations in the research.

### **3.2. Research Design**

A research design is a collection of techniques and procedures used in data collection, analysis, and interpretation (Creswell & Creswell, 2018). The research methodology chosen for this study is a qualitative one. Using qualitative data gathering and analysis methods is part of a qualitative research approach (Creswell & Creswell, 2018). The qualitative outcomes of qualitative-based interviews fill in the gaps with explanations of perceptions that might not be adequately addressed by quantitative techniques alone, making this methodology appropriate (Flick, 2007). Each person is affected in a different way, which we can only learn about by hearing them tell their own story in their own words. The fundamental strategy for reporting the findings of the qualitative study was to create themes and descriptions from the data and present them in a way that illustrates a range of participant viewpoints. The investigation included accounts of people's personal experiences.

### **3.3. Population and sampling**

A population is a collection of people, things, or events that share some sort of observable characteristic (Mugenda & Mugenda, 2003). On the other hand, the term "target population" refers to the total set of people or things that the researcher is interested in generalizing the findings to. The target population for this research is urban, middle-aged, professional married couples in Nairobi, Kenya, who are committed to their careers and have double incomes. The sample was drawn from professional couples associated with the PFD program at Kianda School and also from two congregations one of which worships at Karura Community Chapel with a target population of 100 couples (Source: Karura Community Chapel Online survey July

2021) and Catholic International Community that worships in Loreto Msongari with a target population of 100 couples.

### ***3.3.1. Sample Size Determination***

A purposive sampling method was used to select couples who have experience in marriage and a professional career in the age group of 30 to 60 years. The sample was carefully selected from Kianda School Family Development program participants, Karura Community Chapel members, and members of the Catholic International Community (CIC), bearing in mind the diversity of age, careers, religion, and incomes among urban professional couples. Due to the size of the target population in each group, the participants were eight (8) couples from Kianda School, 1 couple from Karura Community Chapel, and the remaining 4 couples from CIC Loreto Msongari. As is appropriate in qualitative research, the sample size reached the saturation point, when any new participants no longer added new information (**Creswell & Creswell, 2018**)

### **3.4. Data Collection Methods**

The data collection tool was an interview protocol to guide the interviewer while asking questions and recording answers during the interview (See Appendix 2 for the Interview Guide). Each person was interviewed separately, exclusively through Zoom. The interview was also audio recorded while the interviewer was also taking written notes. This enabled the interviewer to cross-check the written notes with the content of the audio recording to ensure accuracy in the data collection process.

### **3.5. Data Analysis**

Data collection, interpretation, and report writing were all taking place at the same time as qualitative data analysis. The following six steps were used by the researcher to summarize the data analysis approach provided by Creswell (2018) for qualitative research:

Step 1: Arrange and ready the data for analysis.

Step 2: Peruse the information in its entirety, get a general understanding of it, and consider the significance of the information as a whole.

Step 3. Conduct extensive analysis with a coding procedure by arranging the data material into text chunks before giving meaning to information.

Step 4. Employ coding to create descriptions of the settings or persons, as well as categories for analysis.

Step 5: Describe the narrative's representation of the themes and descriptions

Step 6. The final step in data analysis was to interpret the data by determining the major lesson learned from the research (Creswell & Creswell, 2018).

### **3.6. Ethical Considerations**

The participant information and consent form contained all other details of participation in the research, including any risks or benefits to the respondents participating in the study. No incentives were offered in exchange for participation, and all respondents were adults above eighteen. Personal consent from each respondent was requested and signed for as specified in the participant information and consent form. Respondents were requested for permission to record conversations during qualitative interviews to ensure accuracy. There was no public disclosure of the collected data, and has been kept confidential and safe. The responders were informed that the research's only objective was academic, to prepare the dissertation for the Masters in Applied Philosophy and Ethics (MAPE).

Respondents will be informed of the final research findings, and the dissemination of research findings will be done through print in the Strathmore Library and electronically through the Strathmore Library Digital Repository. All respondents were informed that taking part in the research was completely optional, and that they could withdraw at any moment, free of charge, and that all information gathered about them would be deleted from the system. To enable timely responses to any questions they may have or if they later choose to withdraw from the research, all respondents received the contact details of the researcher and his supervisor. Before beginning the study, the Strathmore University Institutional Review Committee (SU IERC) were consulted for ethical permission. Before beginning the data collection, a study permit was obtained from NACOSTI.

### 3.7. Conclusion

This Chapter covered the proposed research approach and design, explaining sampling procedures and the data collection tool to be used. The process of data analysis is explained, along with issues regarding research quality, and the ethical considerations that were taken into account.



## Chapter 4: Findings

### 4.1. Introduction

This chapter addresses the characteristics of the variety of occupations, nationalities, ages, number of children and monthly income distribution within the sample of respondents, and the educational backgrounds of the participants. The interview findings will be presented under the research questions and for each couple.

### 4.2. The Nature of the Sample

The researcher interviewed 11 couples and two individual males whose partners could not participate owing to work commitments. The couples interviewed comprised lawyers, Bankers, Insurance professionals, Engineers, Accountants, Medical Doctors, and Teachers.

#### 4.2.1. Diversity in Professions of those interviewed

The table below represents the diversity of the professions of those that were interviewed

Table 3 4.1: Diversity of the Professions of Those Interviewed

	Banker	Doctor	Lawyer	Business Development	Business Owners	Corporate Executive	Insurance	IT	Engineer	Accountant	Hospitality	Total
Male	3	1	3	1	1	1	1	0	1	1	0	13
Female	1	2	3	1	1	0	1	1	0	0	1	11
Total	4	3	6	2	2	1	2	1	1	1	1	24

#### 4.2.2. Ethnic Diversity

The table below represents the diversity of the ethnic groupings of those that were interviewed

Table 4 4.2: Diversity of the Ethnicities of Those Interviewed

	Kikuyu	Luo	Kamba	Kisii	Meru	Luhya	Indian	Total
Male	4	2	2	1	1	1	2	13
Female	7	1	0	1	1	0	1	11
Total	11	3	2	2	2	1	3	24

Four of the 11 couples interviewed were marriages across different ethnicities.

#### 4.2.3. Age Groups

The table below represents the age groups of those that were interviewed

Table 5 4.3: Distribution of the Ages of Those Interviewed

	<b>31-39</b>	<b>40-49</b>	<b>50-59</b>	<b>Total</b>
Male	2	7	4	13
Female	2	8	1	11
Total	4	15	5	24

#### 4.2.4. Salaries Distribution within the sample

The table below represents the salary groups of those that were interviewed

Table 6 4.4: The Spread of the Monthly Incomes of Those Interviewed

	<b>100-200K</b>	<b>200-400K</b>	<b>401-650K</b>	<b>651 &amp; above</b>	<b>Total</b>
Male	1	4	0	8	13
Female	1	1	6	3	11
Total	2	5	6	11	24

#### 4.2.5. Highest Education Level Distribution

The table below represents the highest academic levels attained by those interviewed

Table 7 4.5: The Education Qualifications of Those Interviewed

		<b>Bachelors</b>	<b>Masters</b>	<b>PhD</b>	<b>Total</b>
Male		3	10	0	13
Female		3	6	2	11
Total		6	16	2	24

#### 4.2.6. Number of children per couple

The couples were coded as AA, BB, and CC to MM. When referring to a response from a particular spouse, Suffix 1 after the Couple code refers to a man, and Suffix 2 refers to a lady; for example, AA1 refers to the man while AA2 refers to the lady.

Most of those who volunteered to be interviewed for this research were quite happy with their marriages and felt they had something positive to share with other people. Many of them were already attending marriage courses and were already used to sharing aspects of their marital relationships.

Here below is the number of biological children that each couple had.

Table 8 4.6: The Number of Children per couple interviewed

	AA	BB	CC	DD	EE	FF	GG	HH	II	LL	MM
No of Children	2	3	2	3	3	3	3	2	2	5	3
Boys	1	1	0	2	1	1	1	1	2	1	1
Girls	1	2	2	1	1	2	2	1	0	4	2

CC has also adopted a niece and has a total of three girls in the household while DD has adopted two boys and a girl from a relative and so have six children in the household. JJ has one boy and KK had three children two boys and a girl. We have not used the information from JJ and KKK because only one spouse was available for the interview

#### 4.2.7. Years in Marriage per couple

The table below provides the ages in marriage of those who were interviewed

Table 9 4.7: Number of years in Marriage per couple interviewed

	AA	BB	CC	DD	EE	FF	GG	HH	II	LL	MM
Years of marriage	20	23	17	20	14	10	9	7	17	21	15

### 4.3. Results of the Interviews According to the Research Questions

We report below the results of 22 interviews from 11 couples. We have omitted the results from two men whose wives could not be available for the interviews due to work commitments.

#### 4.3.1 Question 1: How do dual careers contribute to role overload and related stresses among professional married couples in Nairobi?

**AA1&2** -Their careers do not involve traveling much outside Nairobi, and they spend much time together. They find the demands on themselves as spouses realistic, and the dual career has not led to overload. AA1's work does not spill over to his family; he tries to absorb a lot and shield his family from his frustrations. The wife shares much

more with her husband about her work and frustrations and appreciates his knowledge. Her husband is her emotional support. They are both happy to pursue their careers and are quite successful at them and derive a lot of professional fulfilment from them apart from the financial benefits.

**BB1&2:** BB1 finds the demands on him to be realistic, and the dual career has not led to role overload. He shields his family from his work frustrations and conflicts. BB2, on the other hand, experiences tiredness, stress, and fatigue because of her career. Her work frustrations lead to her very low patience, unconsciously spilling over to her spouse and children. She shares a lot with her husband, which helps her reduce stress because he is more experienced than herself in the banking sector where they both work. Their careers do not involve traveling much outside Nairobi, and they spend much time together. Unfortunately, on most weekdays, there is no time for sharing. They find that there is no time for recreation and social activities due to lack of time. She says, “Dual-career denies them time to enjoy their families in pursuit of money, and yet it is the family that brings fulfilment”.

**CC1&2-** According to CC1, there is minimal conflict between his work and the demands of his family. His work does not spill over to his family, and he tries to absorb a lot and shield his family from his frustrations. He enjoys the sharing that they have and feels it helps to strengthen their relationship. The wife shares much more with her husband about her work and frustrations and appreciates his professional knowledge as they work in the same insurance industry. She appreciates that he is a very good listener. They share their experiences at work, providing moral support and advising each other. They also encourage each other to go for available career opportunities whenever they spot them. They are both happy to pursue their careers, are quite successful, and derive a lot of professional fulfilment from it. They both feel secure in their roles as husband and wife and how each fulfils their roles.

**DD1&2** -DD1 finds the demands on him as a husband realistic and does not experience role overload. His work does not involve traveling much outside Nairobi. Being a partner in a law firm, his job is quite flexible. DD2 is employed in a senior position in government, and her work involves traveling outside Nairobi for some days a month. The absence from home, traveling, and going without intimacy takes its toll, and they compensate for it by spending all their free time together walking, shopping, or doing

some farming over the weekend. Her work is stressful, and she is very conscious of its tendency to spill over to her family and affect her relationship with her spouse. She consciously works to avoid that. They also pray a lot to help them navigate the stress and some conflicts that arise. DD2 finds that the role of a traditional wife, combined with pursuing a career, is quite demanding and very conflicting, even when you have a supportive husband like her. She says the problem is socialization, which has determined what role a woman must play, however busy and demanding her job might be. She is still the one in charge of house chores and must do all the required planning. Her husband is her emotional support. Despite everything, they are both happy pursuing their careers and derive a lot of professional fulfilment from them.”

**EE1&2** -They find the demands on them as spouses realistic, and the dual careers are not leading to role overload on either of them. Their careers do not require a lot of travel, so they spend a lot of time together. The husband gets home by 6 pm and the wife by 7 pm. Their children are picked up and dropped off from school by a driver. Their work does not spill over to their families to affect their relationship. They share their experiences at work and provide moral support and advice to each other. She appreciates that her husband is a very bright lawyer, and she consults him a lot professionally.”

**FF1&2** -They find the demands on them as spouses realistic and do not lead to role overload on either of them. Their careers do not make them travel much and they spend much time together. They are both happy with their marriage. Their work does not spill over to their families and affect their relationships. The lady says she separates work-issues to prevent them from interfering with her relations with her spouse but discusses the issues with her spouse. The husband works from home. They pick up their children from school themselves. The wife picks up the eldest child and arrives home by 3.30 pm. She has flexible working hours. The husband picks up the two younger children and arrives home by 3 pm. For the next two hours or so, they help their children do their homework and sign the children’s homework. The man says he tries to avoid meetings that are set up after 3 pm to avoid delays in picking up his children.

**GG1&2** -The man finds the demands on him as a husband realistic and does not feel that there is a role overload. The lady expressed that her work does, at times, spill over to the family and affects their relationship. She shares a lot of her work experiences,

expecting some guidance from her spouse who is in the same law profession and has more experience. She feels her husband does not share as much of his work as much as she does. She appreciates that he listens and provides guidance, and she values his help and input. Opening up about her work relieves her stress. Their careers do not require a lot of travel, so they spend a lot of time together. The lady feels they could spend more time together in recreation. While the husband feels quite happy with the marriage, the wife is unsure whether she is happy. She feels her spouse is emotionally disconnected. He is not inclined to express emotions and does not expect much from his spouse, either.

**HH1&2** -The man finds the demands on him as a husband realistic and does not feel that there is a role overload. To avoid being called for emergencies during his free time, he keeps the work phone in a different room. He insulates his family from his frustrations at work. Being in the same profession with his wife, they consult a lot. They plan for frequent walks or go to the gym, and once a week, they have an outing without the children. Her work does, at times, spill over to the family and affects her relationship with her spouse. She experiences a lot of conflict between her work and her role as a mother. She gets emotionally drained in her job such that by the time she gets home, she easily gets irritable, feels guilty about it, and finds that she cannot give herself fully emotionally to her children and her spouse. However, she still enjoys her career and gets professional fulfilment and would not wish to stop her career despite the conflicts. Both spouses feel quite happy with the marriage and feel very appreciated and valued. Their careers do not require a lot of travel, and they spend their free time together.

**II1&2** -II2 feels resentment, undervalued, and discontent because her job is very demanding, and her spouse is not as supportive as she would expect in helping out with some of the traditional wife's roles. II1 is transitioning from employment and is not employed at the moment. He does not feel valued as a person in the marriage at the moment because of the job situation. He hopes it will eventually change when circumstances change. The lady is full-time employed and is the main breadwinner. They are both not happy at all in their marriage. The man attributes it to his lack of employment at this time. The lady thinks that the setup is not fair. She has a demanding job that keeps her very busy throughout the day. Yet, she still has to attend to many things related to the children, like meal planning, helping them with homework, and taking

them to extra classes whenever required. He spends time with children on sports, and he is very good at it, and his wife appreciates it. He prepares the monthly shopping list and does the shopping. He also cleans the dishes after meals when the nanny is not there. She feels the husband could still do more to help, but is not doing so. He can choose to disengage and do something else, and yet she cannot just do the same. She expects the man to perform what he views as her duties, which is the main source of contention, and would denigrate him as a husband. According to II2, the emotional and intellectual fulfilments have waned because her expectations are very high, and her husband is not meeting them. Her work frustrations used to spill over to the family and affect her relationship with her spouse and children, but now it does not because she switched to a better job with a little traveling. Currently, her husband has to compete with her friends and colleagues for attention because she works from home and can easily be on her laptop and phone from 8 am to 8 pm and not be available to any of the family members. She is very focused on her career and enjoys professional fulfilment from it. She manages work stress through daily exercises alone, without her husband.

**LL1&2** -Work outside the home puts her in a bad mood, and being conscious of it, she consciously tries to shield her children and her husband from her bad moods. She feels the conflict between being a mother and working outside the home; nevertheless, she enjoys her professional work. His shift work used to cause a lot of strain in their relationship, but things have changed. LL1 works on shifts and also travels often, while LL2's work does not involve any travels outside Nairobi. They spend their free time together. They regularly walk and watch movies together and do their shopping together.

**MM 1&2** -They both travel on work-related and personal issues. She feels she has to compete for his time with colleagues and friends because he spends most of his free time in golf. Over the weekend, he takes the kids for golf, and she feels left alone and abandoned. She feels that her intellectual, social, emotional, and recreational fulfilment has reduced because her husband is mostly away with his friends playing golf the whole weekend. They have not been able to strike a reasonable balance, but it is a work in progress. He feels that sometimes the frustrations at work spill over to the family and manifest themselves in non-verbal ways. She says that before, her work frustrations used to spill over to the family, but currently, it does not. However, she still experiences

conflicts with her work. Sometimes, she is forced to miss her child's birthday because of work-related travel, which pains her.

**4.3.2. Question 2: How do gender role perceptions influence the marital stability of professional married couples in Nairobi**

**AA1&2-** AA1 says, "I have no hang-ups about the strict gender roles for men and women. I was the nanny changing diapers for the first two months after our first child was born. I see my wife as an intellectual and emotional partner". Over the years, their gender role views have softened and mellowed and transitioned, resulting in their stronger relationship". The loss of an income or a job is unlikely to affect their relationship. The lady says she grew up with a family of both professional parents, and if anything happened to her husband's income, she would simply step in. The family uses a competence-based approach as a guide in allocating roles. Most things follow common sense and personal preference. For example, the lady is the natural caregiver and tends to spend much time with the children. She has a hobby in design and has taken it upon herself to design the interior and exterior of their home and its ambiance. The man appreciates that. The Man tends to help with the homework. The man deals with house mortgages, electricity, and utility issues.

**BB1&2:** BB2 says "The loss of my husband's income leading to his inability to carry out his breadwinning role would not affect our relationship because I am not materialistic". She is happy that he helps with some of the traditional roles of the wife like childcare, picking up kids from school, and helping with homework. He pays for utility bills and school fees, and she is in charge of weekend day shopping and monthly shopping. She is responsible for house chores. Initially, she expected her spouse to finance all the bills, and her money was exclusively hers to spend without any consultation with her husband. They are both happy with the division of their respective roles.

**CC1&2:** CC2 says "The man is the head of our family and has authority over me, his wife." They use a combination of traditional, modern, and religious models as a guide in allocating roles. The man, as head of the family, rarely cooks unless there are demanding circumstances to do so. The man assists with childcare by checking homework and is the one who takes children wherever they need to go and is the family

chauffeur. The lady makes use of the house manager to help her in executing many of the house chores. There is shared responsibility towards the children. The division of house chores and childcare is acceptable to both spouses. “Loss of the job of either spouse would not affect the relationship. That happened, and I lost my job. My husband gave me his credit card to use for all the family's needs and also for personal needs. It made me realize the level of trust that my husband had in me. That trust came with a burden of responsibility to act responsibly in the use of the credit card”. They make frequent visits and keep frequent contact with both sets of parents on either side, and they found that it buttresses their relationship.

**DD1&2:** “We hold a traditional view towards gender roles. I cook and provide primary care to the children. My husband is very good with the children and helps in taking care of them. We use a traditional model as a guide to allocate roles between us. The traditional role of a wife is very heavy, trying to combine it with a rigorous and demanding career outside the home. I don't blame my husband for the way the task assignments are skewed against the wife. It is the way we have been socialized. I am now trying to socialize my children differently so that all house chores can be shared between both genders and to employ home equipment to ease the burden on myself by using washing machines, dishwashers, and microwaves. I also have to invent ways to motivate the older kids to help out with some house chores because they are also busy with their schoolwork”. My husband helps with the children's homework and with shopping for groceries. There are certain tasks I cannot ask him to do, like cooking or cleaning the house. We were not socialized that way”.

**EE1&2-** “The mother is the primary caregiver and provides a supporting role with a view of her own, which should be consulted while the husband is the primary breadwinner and provides direction to the family”, EE2 says. This model is derived from the traditional roles and from religious belief as a Christian, which are adjusted slightly with modern trends to help particularly with house chores wherever there is a need. There is shared responsibility towards the children, depending on one's availability. The man has no problem carrying out any house chores like cleaning dishes and cleaning the house. The underlying criterion is to be understanding with one's spouse. The lady cooks, but he can also wash dishes, particularly when the nanny is not there and the wife needs a helping hand. The mother of the children tends to be the “bad

cop,” discharging instant punishments to the kids. The wife complains about being the “bad cop” and wants her husband to instil discipline and not to be happy being the good guy that children run to during trouble.

The division of responsibilities can be generally summarized as follows:

The Lady- Kitchen budget which includes Food Purchases, House manager, Children’s clothes, shopping, and fueling her car.

The Man’s roles include rent payment, electricity, school fees, gas and water, fueling his car, and maintenance of both cars.

The division of the household chores, child care, family responsibilities, and financial allocations were acceptable to both spouses.

**FF1&2-** The mother is the primary caregiver, but the father also takes leave during school holidays to spend time with the children. “I do the nurturing, which involves preparing meals and homemaking. My husband is the primary provider, and I play a supporting role with a mind of my own, which should be consulted. I supplement him. He drops the kids off at school and guides them with schoolwork. There is shared responsibility towards the children”, FF2 says. The parents of both spouses were professionals, and when they were young, they saw how their fathers used to help with house chores, which shaped their perception of gender roles. The man has no problem carrying out any house chores like cleaning dishes and cleaning the house. The underlying criterion is to be understanding with one’s spouse. The lady cooks, but the father also washes dishes, particularly when the nanny is not there and the wife needs a helping hand. The mother tends to be the “bad cop,” discharging instant punishments to the kids. The wife complains about being the “bad cop” and wants the man to instil discipline and not to be happy being the good guy that children run to during trouble. He plays the moderating figure and corrects the wife in instances of excesses. We are happy with the division of roles.

The loss of the job of the main breadwinner would not affect the relationship. That happened, and the man lost his job for 16 months and had no income. He continued his basic role of providing shelter by paying rent, school fees, and food from their savings. He used to receive rentals from their two houses, but when he lost his job, the rentals also disappeared for a year. It did not affect the relationship.

After the loss of a job for the man during COVID-19, some fundamental changes occurred in their worldviews. The man felt he had to work extra and have comfortable

savings for a rainy day like a COVID incident. The lady decided to deepen her spiritual life and became the uncontested spiritual leader of the family. She goes for the Bible Study. The man took up online jobs with extended work hours to increase his earnings and save more for a rainy day. These changes have not affected the marital relationship.

**GG1&2:** The mother is the primary caregiver and provides a supplementing breadwinning role with a view of her own, which should be consulted, while the husband is the primary breadwinner and provides direction to the family. This is derived from the traditional roles, which are adjusted slightly with modern trends, particularly with childcare. Depending on one's availability, there are shared duties towards the kids. She performs the homemaking and nurturing responsibilities, which include what they eat and how they dress. In addition to paying school fees and providing a comfortable place to live, the dad makes sure the children can attend school. In addition, the woman handles the kitchen budget. While everyone fills their cars with petrol, the man handles the cars' maintenance and repairs. Both spouses agree that the split of childcare and household duties is appropriate. The division of responsibilities is grouped as indicated below.

The Lady's kitchen budget includes Food Purchases, House manager, Children's clothes, and shopping and filling her car with petrol.

The Man's roles include rent payment, electricity and school fees payment, gas and water, and maintenance of both cars. Filling up his car with petrol

The loss of the job of the main breadwinner would not affect the relationship as long as he is trying to correct the situation.

**HH1&2-**The division of roles has been guided by traditional roles for husband and wife with some adjustments. "As a wife, I cook and feed the children, and also provide general child care. He helps a lot with childcare, washing the kids, and helping with the children's homework. He saw his dad help out with all house chores and has no problem helping out in everything, including cooking, feeding the kids, and changing diapers, and whoever is present does whatever needs to be done", HH2 says. They are happy with the division of roles.

**II1&2- II1** says, "The wife is the primary caregiver and educator. The wife does the meal planning and cooking. The Husband does the clearing up and dishwashing after

meals and helps the kids bathe. Homework is split between us”. The wife, II2, does not see why they have to stick to a traditional role model for the wife when the husband is no longer fulfilling his primary role of being the primary breadwinner. She says he does not even fulfill the other role of the head of the family of long-term financial planning and holiday planning. She wishes he would take them up. He says they do financial planning jointly.

**LL1&2-** The wife, LL2, said, “My husband has been the primary breadwinner and was a sole breadwinner for a long time and will continue being a breadwinner to the end. All children have roles to play in doing house chores. There is no nanny because it proved expensive. From the beginning, my husband has shared in childcare and house chores. He goes to the market, and makes breakfast”. The husband LL1 said, “I carry out all tasks from the time the children were young and I am not seeking any revalidation”. If the husband lost his income, he felt his wife would be affected because she easily gets affected when finances get low. She says his ego would be bruised, but she would step in to fill the gap.

**MM1&2- MM2** said he is the main breadwinner, and she supports him. He takes leadership in investments and family spirituality. She is currently not happy with the division of house chores and childcare. She feels she is giving 75% and he does 25% on sports with children. She wants a rebalancing of time allocation to childcare so that she can also pursue her interests. She would like to see him spend more time with the children. She coordinates house chores and the kitchen and food budget. We have nannies to help. Circumstances made it possible for her to be the one who was always close to the children, even when they were going to school in their formative years. Her workplace was close to home and close to school. This is what drove the allocation of tasks.

***4.3.3 Question 3: How does dual-income financial management impact the marital stability of some professional married couples in Nairobi?***

**AA1&2-** Both spouses are financially independent and can maintain their lifestyles and those of their children independently of the other. This financial independence

does not affect their marital relationship. The couple owns properties jointly. The lady is an entrepreneur, and the man is in formal employment.

In terms of financial responsibilities, the man provides shelter and pays school fees and utilities like electricity, gas, and water. He also takes care of the maintenance of cars. The lady takes care of monthly shopping and kitchen budgets as well as planning and financing their annual holidays. She also pays for the Nanny and the cleaning lady. She takes care of the children's clothing, some of the husband's clothing, her clothing, and grooming like hairdo. They have separate accounts but do investments jointly. Each spouse is aware of all the big and small financial expenses and investments. They know each other's earnings.

They have separate bank accounts. The disparity or similarity in their incomes does not affect their marital relationship because their attitude is that whatever they own is owned jointly and is for the family. They do not argue about finances, but sometimes they hold different views in terms of priorities in investments, and conflicts arise. They work on their differences until they resolve them amicably. They occasionally disagree on investment priorities, but the lady takes the lead in investment decisions because that is her expertise. The couple is happy in their marriage and with how they split their responsibilities.

**BB1 & 2-** They complement each other. They keep separate accounts and do not share passwords for ATM cards. They are happy with the arrangement. Ownership of their property follows a hybrid system where some assets are jointly owned while others are separately owned. She says she is not financially independent and needs his support to maintain her lifestyle.

**CC1&2-** Both spouses are financially independent and can maintain their lifestyles and those of their children. This independence does not affect their marital relationship. The couple owns three houses individually. Two houses were purchased on mortgage, and one was a self-construction. The man collects the rent from their properties and manages the finances. He allocates responsibilities. The main financial responsibilities are shopping, fueling her cars, paying for school fees, repairs, paying for entertainment, gardening, and utilities. These are the roles of the man. The roles of the lady include the following: House help, Weekly shopping, children's clothes, and her hairdo. They live in a house whose documents are in the name of the wife, who had taken the loan to

purchase the land. The man financed the construction of the house. They pooled their finances and budgeted for everything together and considered their money as owned collectively. They have an Excel sheet where all expenses are recorded and reviewed monthly. Their house furniture and equipment were purchased jointly, and should there be a disagreement, then whoever retains the house will remain with the furniture and equipment. The house also would remain with whoever remains in it. The current nature of ownership of the property does not affect their relationship. They have separate bank accounts into which they receive their respective salaries. They share their passwords for their respective accounts. The man earns a bit more than the wife. This disparity or similarity in their incomes does not affect their relationship because all the financial resources are pooled.

The man who earns more bears the bigger financial responsibility. He provides shelter, pays school fees, and takes care of monthly shopping as well as gas and water. He pays for their holidays twice a year, during Easter and Christmas. The lady does weekly shopping for milk, vegetables, and fruits, and monthly electricity. She pays for the Nanny and the cleaning lady. She also takes care of the children's clothing and some of the husband's clothing and takes care of her clothing and grooming, like her hairdo. The family has a joint investment fund where they pool their financial resources, and they both have access to it. Each spouse is aware of all the big and small financial expenses and investments. Only minor personal expenses are not known. The couple shares their pay slips and knows each other's earnings. They have separate bank accounts but have passwords to each other's bank accounts and credit cards. The disparity in their incomes does not affect their marital relationship. They try to live within their means.

The couple is very happy in their marriage, and they have split their responsibilities. They do not argue about finances, but sometimes they hold different views in terms of priorities in investments, and conflicts arise. They work on their differences until they resolve them amicably.

**DD1&2- DD1&2-**The financial management of our dual incomes does not affect our marital relationship. She says, "Money is not everything." We are both financially independent, but we save in a joint account. We receive salaries in our separate individual accounts. We own real estate assets jointly. There is no plan B in case of disagreement. We do joint budgets and pull from the joint savings account to meet

common expenses. There is a disparity in earnings because she earns more than him, but “it does not affect our relationship since we view all our incomes and assets as co-owned,” she says. They do not argue about finances because of their openness, accountability, and honesty.

**EE1&2-** Both spouses are financially independent and can maintain a reasonable lifestyle and those of their children. This independence does not affect their marital relationship. The couple owns a house through a company that they co-own. The furniture and equipment in the house were purchased jointly, and in case of a disagreement, the man said they would be left to whoever kept the children. In the case of the house, because they are owned through the company, there can only be a redistribution of the shares of the company.

In terms of financial responsibilities, the man who earns more bears the bigger responsibility. He provides shelter and pays school fees, electricity, gas, and water. The lady is in charge of the kitchen, which includes monthly shopping and weekly shopping for milk, vegetables, and fruits. She also pays for the Nanny and the cleaning lady. She also takes care of the children’s clothing and some of the husband’s clothing and takes care of her clothing and grooming, like her hairdo. The family has a joint investment fund where they pool their financial resources, and they both have access to it. Each spouse is aware of all the big and small financial expenses and investments. Only minor personal expenses are not known. The couple shares their pay slips and knows each other’s earnings.

They have separate bank accounts but have passwords to each other’s bank accounts and credit cards. The disparity or similarity in their incomes does not affect their marital relationship. They do not argue about finances because there is transparency, and 80% of their income is pooled. They keep an Excel sheet where all expenses are recorded. They also have joint accounts where they keep investment resources. In case of a loss of job for any of them, it would be the source for finance of the other’s responsibilities. They would not wish any of them to feel subjugated to the other because of finance. The couple is very happy in their marriage and how they have split their responsibilities. The only source of disagreement that sometimes arises is deciding on where to invest their funds. Sometimes, they hold different opinions. The other issue is how much money goes to assist relatives and how to resolve this.

**FF1&2-** Both spouses are financially independent and can maintain their lifestyles and those of their children. This independence does not affect their marital relationship. The couple owns two houses, one in the name of the husband, which was purchased before marriage, and another one jointly owned. The furniture in the house is jointly owned because they have been bought from their joint account. In case of a disagreement, they would sell the furniture and split the proceeds. In the case of the house, they intend to put them under a company that is jointly owned so that in case of inheritance, there would just be a division of shares in the company. They both have a saving culture and are not extravagant in their spending and try to live within their means. The man who earns more bears the bigger financial responsibility. He provides shelter, pays school fees, and takes care of monthly shopping as well as gas and water. He pays for their holidays twice a year, during Easter and Christmas. The lady shops weekly for milk, vegetables, and fruits, and also takes care of monthly electricity bills. She pays for the Nanny and the cleaning lady. She pays for the children's clothing and some of the husband's clothing and takes care of her clothing and grooming, like a hairdo. The family has a joint investment fund where they pool their financial resources in the Money Market, and they both have access to it. Each spouse is aware of all the big and small financial expenses and investments. Only minor personal expenses are not known. The couple shares their pay slips and knows each other's earnings. They have separate bank accounts but have passwords to each other's bank accounts and credit cards. The disparity in their incomes does not affect their marital relationship. They do not argue about finances because there is transparency. They try to live within their means. The couple is very happy in their marriage and how they split their responsibilities.

**GG1 & 2-** The financial management of their dual incomes does not affect their marital relationship. Both spouses are financially independent and can maintain a reasonable lifestyle and those of their children. This independence does not affect their marital relationship. The couple is renting a house but planning to build a home soon. The furniture and equipment in the house were purchased mainly by the man, and in case of a disagreement, the man said they would be left to whoever kept the children. The man who earns more bears the bigger financial responsibility. He provides shelter and pays school fees, electricity, gas, and water. He also takes care of the maintenance of both their cars. Each spouse takes care of the fuelling of their car. The lady is in

charge of the kitchen, which includes monthly shopping and weekly shopping for milk, vegetables, and fruits. She also pays for the Nanny. She also takes care of children's clothing and takes care of her clothing and grooming, like a hairdo. The couple shares their pay slips and knows each other's earnings. They have separate bank accounts and have no access to each other's bank accounts and credit cards. The disparity in their incomes does not affect their marital relationship. They do not argue about finances. They have a joint account into which they make equal contributions. In case of a loss of job for any of them, it would be the source of finance for the other's responsibilities. They would not wish any of them to feel subjugated to the other because of finance. The couple is very happy in their marriage and how they split their responsibilities.

**HH1&2-** The financial management of their dual incomes does not affect their marital relationship. Both spouses are financially independent and can maintain a reasonable lifestyle and that of their children. This independence does not affect their marital relationship. The couple is renting a house. The furniture and equipment in the house were purchased jointly, and the man said they would be left to whoever kept the children.

The man who earns more bears the bigger financial responsibility. He provides shelter and pays school fees, electricity, gas, and water. The maintenance of both cars is done from the pool account. Each spouse takes care of the fuelling of their car. The lady is in charge of the kitchen, which includes monthly shopping and weekly shopping for milk, vegetables, and fruits. She pays for the Nanny. She also takes care of children's clothing and takes care of her clothing and grooming, like a hairdo. The balance is taken to a joint account. They do not share access to the other personal bank account. The man earns more, but the disparity in their incomes does not affect their marital relationship. They do not argue about finances. The couple is very happy with their marriage and the way they are managing their finances.

**II1&2-** At the time of the interview, there was only a single income from the lady. The lady says it is very tough for the man to accept that reality. The lack of income from the man brought strain to the relationship. The man says that the income disparity had brought a major shift in the family power balance and affected the relationship negatively. They argue about what to do to increase the family income, even though the arguments are not major. She wishes her husband was more involved in long-term

financial planning and would not leave that burden on her shoulders. He says they do it jointly. They have joint bank accounts and each has full access. They own a house jointly.

**LL1&2-** They mutually depend on the financial income of the other to sustain their lifestyles. For many years, there was only a single income from the man. They have separate bank accounts, but they do joint budgeting and have PINs for each other's accounts. They own a house jointly, which they rent out, and then rent a house in a more convenient location for their school-going children. The scarcity of resources has forced them to grow even closer. They have no nanny, and so all have to share house chores among the children and parents. Due to the financial burden of paying school fees at the university, secondary school and even Primary school, they are left with no money to spare for investments. According to the man, they used to argue a lot about money, but they no longer do so because openness and attending family enrichment programs have helped them to navigate through it.

**MM1&2-** The financial management of their dual incomes does not affect their marital relationship. Both partners can sustain a reasonable lifestyle for themselves and their kids because they are financially independent. This independence does not affect their marital relationship. They have a house they own jointly but are renting in a convenient location for their school-going children while also constructing a second house. The furniture and equipment in the house were purchased differently. They have separate bank accounts, and the access is shared between them. They are open with their earnings. The nature of ownership of their house enhances their trust in each other. They do not argue about finances. The couple is happy with the way they are managing their finances.

#### **4.4. Chapter Summary**

In this Chapter, the researcher has provided the details about the nature of the sample of the people who were interviewed and given the raw material of the 22 interview results combined under each couple. In the next chapter, he will analyze the common threads to the three dissertation questions.

## Chapter 5: Discussion

### 5.1. Introduction

In this chapter, we will explore the emerging themes from the interviews on the impact of dual careers on marital relationships. The themes shall be categorized based on the three research questions established in Chapter 1.

The emerging themes can be categorized under the following headings.

### 5.2. How Do Dual Careers Contribute to Role Overload And Related Stresses Among Professional Married Couples In Nairobi?

#### 5.2.1. *The majority of Career Women enjoy working outside the home*

“Working outside the home brought a lot of tiredness, fatigue, and stress, and tended to lower one’s patience with the rest of the family members”, says BB2. According to her, while dual occupations are beneficial and provide more income for the family, they deprive the family of time to enjoy each other's company, which truly offers fulfilment to the spouses. For most couples, professional careers outside the home brought a lot of satisfaction. For example, CC1&2, DD1&2, EE1&2, GG1&2, and HH1&2 were all in the same profession, and each one said they enjoyed practicing their careers outside the home. Before they got married, they knew they wanted to pursue their careers, and they did not want to relegate their careers for the sake of marriage. The practice of their professions provides them with a lot of intellectual and professional satisfaction. According to Abraham Maslow (1981), both men and women desire to strive to reach their full potential, which in Maslow’s hierarchy of needs is self-actualization. Because of that, they are happy to juggle their careers with family and marriage demands. The researcher observed that great desire to excel in their careers in most of the women who were interviewed. Nine (9) of the eleven women interviewed expressed satisfaction with their careers away from home, and one had to work because they desperately needed the money to support several children in university and secondary school, and one preferred to stay home and look after her children, but current family needs made a career outside the home necessary. It is safe to conclude that most career women are happy to engage outside the home, pursuing such careers because it gives them intellectual and professional satisfaction, and the stress and the fatigue that comes with it is something that most of them are willing to put up with. Several men also expressed satisfaction with their wives pursuing their careers and they said it is something that

they discussed even before their marriages that the ladies would not subjugate their careers to those of their husbands such as AA1, CC1, DD1, EE1, FF1, GG1, HH1, LL1, and MM1. AA1 said he sees his wife as his intellectual and emotional partner.

Role stress in DCCs is caused by unmet obligations to childcare, marriage, careers, and personal time, which have an impact on the partners and their union (Schnittger & Bird, 1995). Wanga (2019) found that many professional women were unsatisfied with their work-life balance, which affected their marital relationships and introduced marital instability (Wanga, 2019). In this study, all the ladies cited that their work stress put them in a bad mood, and it spilled over to their spouses and children at the beginning of their marital lives. The mature ones have learned to consciously insulate their marital and family life from their work stress. According to Schnurman-Crook (2021), professional couples differ in the quality of their marriages depending on how well they use appropriate relational and interpersonal coping mechanisms. In the study, we identified different levels of marital happiness with each couple employing different stress-coping mechanisms. The common coping mechanisms employed included talking with the spouse, employing a house assistant to help with house chores, distributing house chores among the couple and older children, the husband helping with the children's homework, bathing the children, and taking them to sleep. According to Schaefer & Moos (1992) when aggressive and coercive demands are placed on a spouse, for example, to take children for remedial classes, or stay at home and help kids with their homework over the weekend instead of going out to spend time with friends such insistence could cause the affected partner to shut down or withdraw completely (Schaefer & Moos, 1992). Kalmin (1999) concluded that fathers with spouses with similar values, equal levels of education, and a similar division of working hours outside the home and who are more involved in their children's development have more stable and happier marriages because their women are happier in their marriages since they don't have to shoulder the entire responsibility of childrearing alone. Each spouse in a marriage needs to feel cared for. This must be demonstrated in small acts of care and affection, such as setting appropriate boundaries for intrusions that cross the line between work and home life, such as emails, cell phones, sports, and TV shows that may be handled to the point that both parties feel comfortable.

### ***5.2.2. Training in Negotiation and compromise Skills and Communication***

According to Schaefer & Moos (1992), those with higher education, a hallmark of DCCs, tend to rely frequently on aggressive behavioural coping strategies to cope with role overload (Schaefer & Moos, 1992). This is a big concern among the DCCs and requires appropriate training in negotiating and compromise abilities. It allows the relationships to degenerate into stonewalling and spouses to disengage. Berman et al (1975) say that a dual-career marriage carries a high level of risk and requires considerable skill in resolving conflicts and negotiating compromises between two highly educated people with different backgrounds and goals, strong achievement needs, demanding schedules, and multiple roles are involved (Berman, Sack, & Lief, 1975). II2 and MM2 were planning or making aggressive demands on their spouses to change and conform to their wishes. Instead of improving the relationships, there was only persistent strain. We observed that many couples such as CC1&2, DD1&2, EE1&2, HH1&2, and LL1&2 that volunteered for this study were attending marriage-related trainings in their churches or in the schools that their children were attending such as Kianda School. A number of these couples reported a high level of happiness in their marriages because they knew they had something precious between them and it was easier to want to share it within a study such as this one. It appears that these trainings fostered communication between spouses to enable them to resolve conflicts and maintain a working and happy relationship.

### ***5.2.3. Shared Common Activities and Regular Communication***

Modern couples, particularly the ladies, desire to communicate frequently, even while working outside the home, using new technologies like video calls and WhatsApp. Regular communication was maintained amongst couples who evaluated their marriages as extremely happy. Most women who assessed their marriages as contented described their husbands as good listeners, such as AA2, CC2, DD2, EE2, FF2, GG2, HH2, and LL2. It seems just being available and talking is a great stress reliever for women. They valued their spouses' availability to hear their stories. The stories varied, including professional work and all the other people around them. Men ended up knowing a lot about their spouses' working environments. Some were worried that their husbands talked less about their work. It looked like they did not have any problems or challenges, or they just knew what to do. There was a lot of stress alleviation when they

spent their free time strolling, watching films, dancing, or shopping together. When couples did not engage in common activities, they tended to drift apart, tension developed between them, accompanied by poor communication, and couples rated their marriages as unhappy. This was despite having assigned each other clear roles. People would fulfil their roles, but were not happy. Common activities provided the opportunity to talk and share about the challenges faced in the career or with other relatives. To prevent stifling emotions and escalating internal conflict, couples must be willing to listen to one another. Despite sharing a room, many couples have realized that they run the risk of growing apart. They made it a point to eat dinner together, without the kids, just the two. Some took two or three walks a week; others managed their small fields together or went to the market to buy food together. EE1&2, FF1&2, and HH1&2 had it very clear that they must go out regularly alone without the children, while DD1&2 designed their free time to always be together if not shopping together or taking a walk or on their farm.

In his book *Nature of Love*, Dietrich von Hildebrand identifies a feature of love he refers to as *intentio unionis*, which means lovers' desire to be united. Lovers seek opportunities to carve out time to spend exclusively with the beloved. It is, therefore, understandable that working outside the home imposes a temporary separation against the wish of couples, and to try and fulfil the deep desire for union, they use technology to enhance communication. In marriage, lovers wish to go beyond being together and share their very lives, a common name, address, finances, and all possessions. This desire to be united to the beloved in marriage goes beyond the marital union and pervades every act and facet of the spouses' lives together. Discerning spouses must, therefore, make room for this sharing by providing the required time and participating together in basic common activities in the home.

#### ***5.2.4. Parental Care***

Happy couples support their parents and relatives with money and time. They visited their parents regularly. For some couples, enjoying the holidays with their parents and siblings has become a cherished tradition during Christmas and New Year's. Some couples decide to spend one holiday with one set of parents and the other with the other set. Some couples took their parents on vacation overseas. We found that most couples

who spent time with both sets of parents were content with one another and that this manner of acting supported the spouses' relationship.

Hildebrand says Love provides a sense in which the beloved belongs to the lover and co-owns all the lover's things, status in life, and relations. One can comfortably say that my people are hers, and her people are mine, and my things are hers, and her things are mine. When a spouse treats their spouse's parents as if they were their own and makes an effort to help and make them happy, it makes both of them happy. The excellent deeds toward parents show the other spouse that you love what they love, and the marriage ties and friendship between the spouses are enhanced.

### ***5.2.5. Number of children***

The majority of the couples had three children, as shown in Table 8 4.6, and some had fewer. This finding aligns with previous studies indicating that dual career couples tend to desire a smaller number of children (Hall & Hall, 1979). However, there was one exception in the data: a woman who had five children. This individual had not participated in the paid workforce throughout her life and only began working a few years after raising her children. For a significant period, her partner served as the primary financial provider. The dual career couples tend to have few children, and most of them do not prioritize having children but rather focus on companionship and attaining professional success. AA1 said he sees his spouse as an intellectual and emotional partner. They did not have a child ten (10) years after their marriage, and it did not bother them. They also didn't care about the gender of their children, and had they not had a male heir, the girl would have comfortably become the heir. AA1, CC1&2, DD1&DD2, EE1&2, and FF1&2 reported that marriages without children would not have affected their marital relationship, and the gender of their children was the least of their considerations.

BB2, LL2, and MM2 reported that even though they would not mind being in childless marriages, they feel their spouses would have been adversely affected because of social pressure. BB1, LL1 and MM1 say there would have been a conflict had there been no children in their marriages and cannot fathom a life without the closeness that children brought.

II2 and HH2 said the marriage would be quite uncomfortable without children and they would have been unfulfilled because children provide purpose and focus. II1 said he does know how marriage would have been without the children. HH1 says the children have brought them closer to each other as spouses.

Given that every couple surveyed had children, we may assume that they only desire a modest number of children because they provided them with intimacy, fulfilment, and purpose in life. The conventional African marriage, in which having children was the primary goal of marriage and the more the better as a social obligation, is being abandoned by dual-career couples who have a tendency to have few children.

According to many couples, not having children would not have affected their union, indicating that having children is no longer the primary objective of marriage. Many working couples would not be drawn to a philosophy that prioritizes having children over all other marital goals.

### **5.3. How do gender role perceptions influence the marital stability of professional married couples in Nairobi?**

#### ***5.3.1. Main Bread Winning Role for the Man***

In most situations, the man typically served as the primary financial provider. In the few instances where the woman had a higher income, the man's earnings were not significantly lower. When a man experiences a lengthy job transition, it often leads to heightened stress in the relationship and a communication breakdown. He becomes highly reactive to any implication that he is unambitious, insufficiently involved, or not actively engaged in family issues, which frequently causes him to withdraw from conversations and disconnect from all aspects of family life. The man in such a situation is sensitive to carrying out tasks that culturally are perceived to be feminine roles. This confirms that marriage is still a much-gendered institution where gender roles are still deeply ingrained in people's psyche (Killewald, 2016). Men can cook, help with childcare, and be happy as long as they are the primary breadwinners. HH1 & 2 are in the same profession and have similar years of work experience. But the man is ready to work extra hours to ensure he brings in a significantly higher income. Several men will not have a work-life balance until their position as primary breadwinner is secure.

We observed a case (DD2) where the lady was willing to go to great lengths, to the point of even paying older children to undertake certain roles because asking their spouse to undertake certain tasks could be interpreted as disrespectful and not recognizing his position as a man and the head of the family. DD2 was a very successful, senior, and well-educated woman, yet she had a traditional perspective on gender roles in the home. She acknowledged the difficulty in juggling a highly demanding professional career as a woman while carrying out traditional gender roles at home. In one case (II2), the lady challenged the cultural norms by engaging the man in a discussion on why it would be unreasonable to carry out duties customarily performed by women when they are compelled to work longer hours away from home as the primary provider. MM2 wanted to push for her husband to spend more time with the children during weekdays and weekends to free her to do her things. II2 & MM2 reactions are typical of women who feel that their professional success is not matched by equitable contributions from their spouses in household responsibilities and report higher dissatisfaction, leading to potential marital instability in line with Garcia & Wiseman (2016) and Rosenfield (2017) and what Pew Research Centre (2017) reported in The Modern Marriage Gap.

For a man transitioning to a new job, such statements were perceived as an insult to his identity as a man and head of the household. He tends to retreat from everything around him, shutting himself off completely, leading to a total breakdown in communication. Awareness of gender roles remains crucial. There were occasions when men eagerly took on responsibilities such as bathing children, tidying up the house, handling the weekly grocery shopping, and washing the dishes after meals (CC1, DD1, EE1, FF1, HH1, and LL1). LL1 stated that he did not require any revalidation as a man based on what he does or does not do. He could help his wife with any task at home. They were the ones who started these actions with a clear understanding, they were assisting in alleviating the responsibilities of their spouses instead of fulfilling their obligatory roles as husbands.

According to Killewald (2016), the husband's obligation to provide for the family is still a major part of the marriage contract. West & Zimmerman (1987) said the formulation of a gender role is a routine accomplishment that is constructed every day, and individuals appropriately locate themselves in their respective sex categories.

### *5.3.2. House Chores and Childcare*

According to Guelzow et al (1995), for a dual-career lifestyle to work, there must be a sense of equality in the distribution of household, marital, and family obligations. This shows a willingness to actively participate in everyday tasks (Guelzow, Bird, & Koball, 1995). In the study, we saw considerable animosity among some women about housework and childcare due to the unequal division of housework. They could not suggest an alternate method of managing domestic activities. Many of the tasks naturally fell on the ladies to do because of the deeply held conviction that certain duties are for ladies to do, and asking a man to do them was a show of disrespect.

Thompson (1991) wrote that when there is a lack of cooperative marital nurturing, couples may feel mistreated, leading to complaints of a bad marriage. The burdened spouse may feel uncared for if the other spouse does not assist them or act in a manner that is befitting of a partnership where only one spouse is responsible for most of the household work (Thompson, 1991). Many of the ladies in the study appreciated the support of their spouses in checking homework, visiting the school to follow up on their children's progress, and taking the boys out for sports activities. When the housekeeper was away, a few men assisted in cooking some specific dishes and even washing the dishes afterward. Long-term financial planning and holiday preparation were additional time-consuming duties. As one of their weekend activities, DD1 and DD2 went to the market together to do their weekly grocery shopping. Being together to complete even such a feminine task made the pair very pleased.

According to Killewald (2016), equality in how household chores are divided could make marriages more stable. The division of work, not money, is the key lens through which the gendered character of marriage is represented. The study's sample includes men willing to help with domestic tasks and childcare, including AA1, CC1, EE1, FF1, HH1, and LL1. These couples already have a high degree of marital happiness, therefore, they were happy to share their experiences as married couples. However, it would be like burying one's head in the sand to expect most professional couples to be like this. Many men dislike doing domestic tasks and childcare, despite their desire for their women to pursue employment outside the home for the additional benefits it provides to the family. The researcher believes that, as Vogler and Pahl (2018) discovered, just 20% of families in the UK managed their finances as egalitarian

decision-making units. Similarly, only a minority of professional couples will maintain a fair division of housework and childcare. Making an active effort to obtain this equality will only lead to more marital instability.

### ***5.3.3. How to Spend Free Time***

Scarcity of time was noted as a major challenge among this category of couples and, in some cases, brought conflict among them. Each person wanted free time, yet the family had many demands. The ladies tended to do more of the tasks related to domestic planning, cooking, child care, homework, visits to the school for children, following up children's progress with teachers, cleaning babies and ensuring they completed their homework in time, bathing them, getting them into bed on time, washing dishes after meals when the housekeeper was not there, and doing weekly and monthly grocery and main-shopping. Often, this leaves them with no free time to spend with their friends. It has been observed that making phone calls takes up a lot of time and prevents families from spending quality time together. Lacking adequate self-control in handling calls at home, many couples found themselves physically together but felt far apart because they were constantly on the phone and had little time for one another. Talking to friends seemed much more enjoyable than speaking to one's spouse, and a conscious effort was necessary to limit phone call duration. Couples AA, BB, CC, DD, EE, FF, GG, HH, and LL said their spouses did not have to compete for attention with their colleagues and friends. II2 stated that her spouse had to do that since she is the primary provider and works from home, spending much of her mornings and evenings on the phone or in meetings. The feeling is that she is already at home. MM2 feels she has to chase her spouse for his time and attention. He is always away over the weekend with his friends and now spends 5 to 6 hours with the children playing golf, while she is left to attend to house chores. They do not go out as frequently as they used to. She spends her free time on childcare, and every week, in her estimates, she provides 75% of childcare while her spouse only provides 25% when he is out with the kids on golf. She wants to fix this imbalance and have more free time to fulfil her tasks by having her husband spend more time with the children and attend to their requirements, such as homework.

Men love spending time outside the home, either at work or with friends. Some men like AA1 consciously forego sports like golf to spend more time with the family. They feel they are losing out on their social and professional networking, but it is the price

they were willing to pay. Others, to avoid being accused of spending too much time outside the family, took the children with them for golf, incorporating their children in their favourite sports. The downside is that it excluded the partner who wasn't interested in the game, leaving her isolated and lonely. The search for the optimal balance is still ongoing. The fathers tended to spend more time in sports with the boys, and apart from bringing about bonding between father and son, the mothers were happy with the fathers for spending much time with the boys in manly sports. According to West & Zimmerman (1987), the formulation of a gender role is a routine accomplishment that is constructed every day, and individuals appropriately locate themselves in their respective sex categories.

#### **5.4. How Does Dual-Income Financial Management Affect the Marital Stability of Professional Married Couples In Nairobi?**

##### ***5.4.1. Separate and Pooled Management of Financial Resources***

The researcher observed three main ways of financial management among professional couples. There were pooled financial resources, separately managed resources with specified roles for each spouse, and finally, partial pooling of long-term investments and separate accounts for the remainder of the financial resources from which to fulfill the family and personal responsibilities. Some who operate separately managed resources carried out joint budgeting monthly and shared the Personal Identification Numbers (PINs) for each other's accounts. The general perception was that men were the primary breadwinners and were responsible for providing physical and financial security. The main breadwinner's responsibilities included housing, whether through home ownership, mortgage payments, or rent, as applicable, paying children's tuition, and taking the lead in long-term financial planning. The women were playing a supporting role in terms of giving the family financial support.

Whether or not the money was pooled, the men typically took care of the children's school fees, car maintenance, and the rent or mortgage. Directing the family's long-term financial planning was the responsibility of the men. The man and his spouse would determine who was best suited for the long-term mortgage and whether to use separate or combined accounts to make loan repayments. In a few cases, the women assumed the long-term investment role due to their professional training and easy access to

investment information. This occurred when the husband trusted his wife to handle the docket and allowed her to do so, provided he was updated on the financial decisions and their justifications.

In one case III, where the man did not seem to take this role seriously, the woman was unhappy, it created resentment since all their funds were pooled. On the other hand, the man was in a job transition and was contributing less to the kitty. The fact that he was contributing so little to the family's finances disheartened him and left him without the will to assume leadership roles in long-term financial planning. Most disputes occur in long-term financial planning because couples frequently have different priorities. All couples interviewed cited disagreements over long-term investments due to disparate priorities. In a few cases, men tended to implement long-term financial investments without sufficient consultation with their spouse because it is their duty to provide security to the family. Some men wondered why they had to inform their spouses about each financial decision they made on long-term financial planning, while the women ran the kitchen budget without any consultation from the man, and they did not mind. While ladies were happy that men took over the long-term investment role, they always wanted to know what was happening. When the man makes unilateral financial decisions and then claims they jointly decided, as MM2 narrated, it breeds deep resentment on the part of the woman, especially if the funds being invested are pooled. In most cases, there was a lot of consultation, and that is why disagreements on priorities also emerged and were frequent. The good thing is that long-term financial decisions are only occasional.

Some ladies, such as BB2, came into marriage with the attitude that their husbands were supposed to be the sole providers of everything, with little contribution from them. The man was expected to provide housing, provide the cars for both spouses, maintain them, pay school fees for the children, and provide food by doing the main monthly shopping. The lady could only chip in by catering for weekly grocery shopping. The man was involved with doing daily shopping, such as buying bread. This was an extreme position, which, with time, they got over with, and the lady started contributing more to the family.

Most Long-term investments, such as homes and land, were jointly owned by the spouses. Even though only one couple bought the property, they took the trouble to add the other spouse's name. The premarital property was still registered in the name of the spouse who purchased it, and any income from such rental properties went toward meeting the requirements of the entire family.

From the interview responses, there was no specific technique of financial management that was superior to the other in terms of guaranteeing the stability of marital partnerships. Whichever method was agreed upon by a couple, it was important to be honest and transparent with each other. Trust is vital because even if one buys a piece of land or a house with their means, they discuss it and begin to include the other partner in the ownership. Every individual surveyed mentioned conflicts about long-term investment choices due to different priorities. Arguments about investment priorities seem inevitable, but the one with more evidence should convince the other to follow the same course. Dual-career marriages require excellent conflict management and compromise negotiation skills to keep two highly educated people together, noted Berman et al. (1975).

According to Hildebrand, when love dominates, it shows a beneficent nature in which each couple desires what will benefit their beloved the most and discover their profit. The self-donation nature of love should enable the spouses to overlook those differences because they have given themselves completely to the other, and whatever they own is owned jointly.

### **5.5. Summary**

Chapter Five discussed the themes under the three research questions established in the Chapter. The themes included women's desire to pursue their careers outside the home, the necessity for regular spousal communication and participation in group activities, parental care, the man's breadwinner responsibilities, the fair distribution of childcare and household duties, spending free time with one another, and the management of separate and pooled finances.

## **Chapter 6: Conclusion**

### **6.1. Introduction**

This chapter summarizes the findings we have drawn from the research and offers suggestions for future research directions on the topic of dual-career couples.

### **6.2. Conclusion**

1. Dual careers have replaced males as the sole breadwinners in their families and females as the main household organizers and childcare givers. Since women now contribute to the family's financial upkeep, they seek and expect men to take up a commensurate share in household chores and childcare. Professional women are much more sensitive and vocal about perceived unfair treatment and unfair distribution of household responsibilities, and are much less tolerant. An imbalanced distribution of household responsibilities will quickly turn into unhappy and unstable marriages.
2. Professional women want to establish a happy family while pursuing a successful career outside the home. They want both the satisfaction of having a supportive family and children and the professional satisfaction of pursuing a career. They seek partners who will remain heads of their households by guiding and ensuring the present and future security of the family and helping them cope with both the demands of running a family and the stress that comes from pursuing a career outside the home. For that, the men must share in household chores and childcare but also be available to listen to them as their sounding boards, while at the same time being understanding should their work frustrations spill over to the spouse and the children.
3. The man is still expected to be the Primary breadwinner, with the woman providing only a supporting role and whose opinion must be sought in all significant financial and family decisions. Women are happy when their husbands occupy a higher social standing than them and bring in a higher income than them as a demonstration of being the primary breadwinner. When it is not so and the woman becomes the primary breadwinner, instability creeps in.
4. Dual-Career Couples are a very recent and disruptive phenomenon. There is a need for adaptation, which necessitates an honest and transparent reconsideration of gender roles and communication practices that acknowledge gender differences while promoting peace and harmony. Effective communication and compromise

training is essential for developing successful negotiation and compromise capacities at the marital level. If these dual-career relationships are approached without receptiveness to continuous training in marital and family issues, devastating results may be unavoidable. Consequently, we support programs such as the parental and married family seminars provided at Kianda School, Strathmore School, Strathmore University Institute for Family Studies and Ethics, and other churches throughout the country as long as they are conducted by qualified and experienced personnel.

5. Financial resources can be pooled or managed separately. Whichever method is chosen, transparency, honesty, and consultations are expected on each significant financial decision. Effective and consistent communication about finances is critical to avoiding surprises and maintaining a functioning family unit. It is not enough to allocate financial roles to be managed from separate individual accounts. Couples need to consult all the time and review the roles periodically in an Excel sheet so that each spouse knows how much the kitchen budget is and what the key components in that budget are, such as what the school fees, rent or car maintenance or insurance, or utility bills are. Otherwise, suspicion could easily creep in, and one spouse could start thinking they are carrying a heavier burden than the other, or that the other one is misusing family finances
6. Supporting parents on both sides, not only financially but also by spending time with them during the holidays, buttresses the marital relationship of the spouses. This filial responsibility must be encouraged and promoted in all the parental and marital courses that are being organized in various institutions
7. Dual Couples want children but few, because children bring them closer and provide them with fulfilment and focus in their life as a couple.

### **6.3. Recommendations**

1. The study recommends a theoretical framework that combines philosophical ideas with social, feminist, and economic perspectives for a more effective analysis of dual career marriages. The majority of the existing literature is empirical and derived from research conducted by psychologists and sociologists. The literature on the philosophy of love does not distinguish the genders and misses their

uniqueness in marital relationships. The application of a philosophical lens to these other disciplines does not bring out expected insights.

2. Investigate the characteristics and attributes of couples that will sustain dual-career marriages beyond reproductive age and with children beyond adolescence, when each of them can support themselves independently of the other.



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## Appendices

### Appendix A: Similarity Index Report 25<sup>th</sup> March 2025

Francis Julius Ogallo

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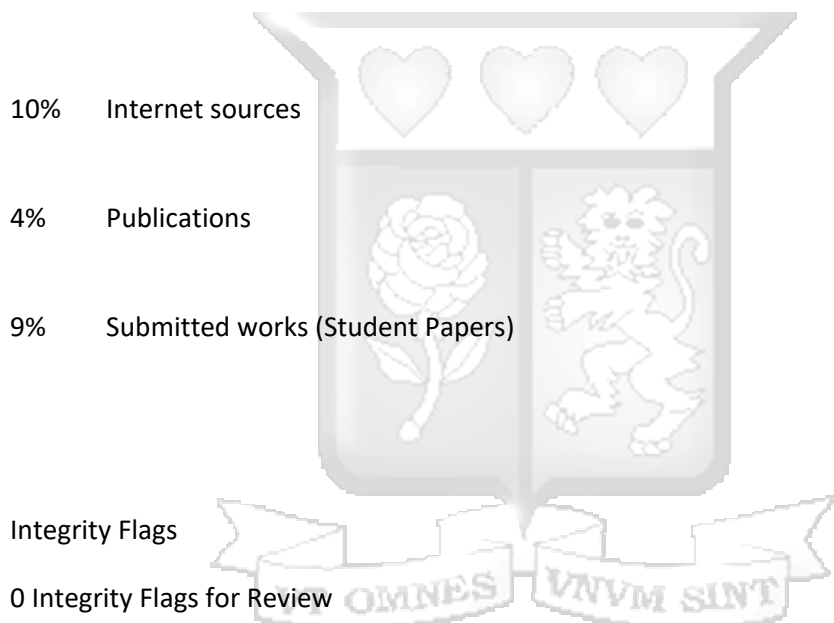
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## **Appendix B: Participant Information Sheet and Informed Consent Form**

### **SECTION 1: GENERAL INFORMATION**

Investigator: Francis Julius Ogallo

Institutional affiliation: Strathmore University

Title of the Research: *A study of the impact of dual careers on marital relationships among professional couples in Nairobi from Dietrich von Hildebrand's perspective*

### **SECTION 2: INFORMATION ABOUT THE STUDY**

#### **2.1: Why is this study being carried out?**

Francis Julius Ogallo is undertaking the study as part of his dissertation for a Master in Applied Philosophy and Ethics degree at Strathmore University at the School of Humanities and Social Sciences. Dr Catherine Dean supervised this research. It aims to study the impact of dual careers on marital relationships among professional couples in Nairobi.

#### **2.2: Do I have to take part?**

No. Participation in this study is optional, and the decision is solely yours. If you choose to participate, you will be required to attend face-to-face interviews either in person or via an online media platform. You can decline participation and withdraw from the study at any time without providing any explanation.

#### **2.3: How much of my time will I need to give?**

It is estimated the interview will take 45 to 60 minutes.

#### **2.4: Who is eligible to take part in this study?**

Married professional couples based in Nairobi aged between 30 and 60 years and have been married for 5 to 35 years.

#### **2.5: Who is not eligible to take part in this study?**

Non-professional and professional persons who have never been married.

#### **2.6: What will taking part in this study involve for me?**

The investigator, Francis Julius Ogallo, will approach you and request that you participate in the study by agreeing to be interviewed and answering questions about your marital connection. If you consent, he will audio record the interview to verify that your comments are properly documented. If satisfied that you fully understand the goals behind this study, you will be asked to sign the informed consent form (this form).

#### **2.7: Are there any risks or dangers in taking part in this study?**

There are no risks in taking part in this study. All the information you provide will be treated as confidential and will not be used in any way without your express permission. It will not be shared with your spouse even if you are interviewed.

**2.8 Are there any benefits of taking part in this study?**

Participating in this study could provide an opportunity to reflect on your marital relationship and what you could do to improve certain aspects of it.

**2.9: How will the results be disseminated?**

The research findings will be presented in the final MAPE dissertation. It will be made available through the SU Library's Digital Repository.

**2.10. What will happen to me if I refuse to take part in this study?**

Participation in this study is entirely voluntary. Even if you decide to take part at first but later change your mind, you may withdraw at any time without explanation.

**2.11: Who will have access to my information during this research?**

All research records will be securely stored. Only those closely involved with this study will have access to your information. All your information will be kept confidential.

**2.12: Who can I contact in case I have further questions or complaints?**

You can contact me, Francis Julius Ogallo, at Strathmore University School of Humanities and Social Sciences, or by e-mail- Francis.Ogallo@strathmore.edu, or by phone at +254 728608000. You can also contact my supervisor, Dr Catherine Dean at the Strathmore University School of Humanities and Social Sciences, Nairobi, by e-mail at cdean@strathmore.edu or by phone at +254 725291197.

If you want to ask someone independent anything about this research, please contact: The Secretary–Strathmore University Institutional Ethics Review Board, P. O. BOX 59857, 00200, Nairobi, email ethicsreview@strathmore.edu Tel. No: +254703034 375

**CONSENT**

I, ..... Have had the study explained to me.

I have understood all that I have read and had my questions answered satisfactorily.

I understand that I can change my mind at any stage.

Please tick the boxes that apply to you.

Signature:

Date:

## Appendix C: Interview Guide

### INTERVIEW GUIDE

#### GENERAL INFORMATION

Item	Question	Response	
		Spouse 1- Husband	Spouse 2- Wife
1	Assigned Couple Code		
2	Gender	MALE	FEMALE
3	Age in years: •Below 30 •31 -39 •40-49 •50-60 •61 and above		
4	Marital Status: Married, Separated, Divorced		
5	Highest academic qualifications: ♦Diploma ♦Bachelors ♦Masters ♦PhD ♦Others		
6	You work: ♦At home		
7	For how long have you been working? ♦Less than 5 years ♦6- 10 years ♦11-20 years ♦20-30 years ♦More than 30 years		
8	Do you have children and if so how many ♦ Girls and ♦Boys		
9	In which income level are you in Kenya Shillings •Below 100K •100K-200K •201K-400K• 401K to 650K •More than 651K		
10	What are your religious inclinations? ♦Catholic ♦Protestant (Anglican & Presbyterian) ♦Evangelicals ♦Muslim ♦Hindu ♦Traditional African ♦Others		

#### I. Dual Career and Role Overload and Stress Coping Mechanisms

Item	Question	Response	
		Spouse 1- Husband	Spouse 2- Wife
1	How would rate how much free time is spent at home with your spouse compared with friends or sports? Do you talk regularly with your spouse? Do you manage to spend time together doing small things together? Are you happy with your marriage?		
2	Are you living together or apart because of your careers? How much travel do you do and does it affect your marital relationship? How do you make up if at all for the time when you are forced to be apart for work purposes?		
3	Does your marriage provide you with emotional, intellectual, social, and recreational fulfilment? Would you rate your expectations of your spouse to provide these different aspects of fulfilment to be realistic or too high?		

4	Do your work frustrations spill over to the family put you in a bad mood and irritate your spouse and other members of the family? Would you say that the dual careers that you pursue and all that comes with them are making you happier as a married couple? How do you try to cope		
5	How do you support each other in your career? Do you discuss the intricacies of your career seeking guidance from your spouse? Do you find it useful and would you want to be supported?		
6	Do you feel that your spouse is playing his/her rightful role? Do you feel secure in your role as wife/husband? Do you get consulted? Does the fact that you both have good careers have any effect on your appreciation of each other? Would you value your spouse more if they moved higher in their career standing?		
7	Is there any conflict between being a good mother/father and pursuing your career? What are the sources of those conflicts?		
8	Is your work schedule sensitive to the needs of your spouse and family? Would you be willing to adjust and make a sacrifice just to please your spouse? Does your spouse have to compete for your attention with colleagues and friends?		
9	Do you feel valued as a person in your marital relationship? Is there any unfair treatment you experienced in your marital relationship? Have you discussed them with your spouse? How tolerant are you of such unfair treatment from your spouse? What motivates you to be tolerant or not to be tolerant?		

## II. DUAL CAREER AND GENDER ROLE PERCEPTION

Item	Question	Response	
		Spouse 1- Husband	Spouse 2- Wife
1	What is your gender perception of the role of your spouse? As someone committed to your career development how do you divide the house chores and child care between the two of you? Does this division make you feel valued and appreciated? Are you happy with the division? What criterion do you use to assign each other the various tasks and responsibilities? What would you want to be done differently?		
2	In case your spouse lost their source of income to the extent they could no longer meet their obligations in the family how would that affect your relationship?		
3	Have you changed recently your worldview in a significant way that affects your personal or spiritual development e.g. Got 'saved' or started evening classes? How has it impacted your marital relationship?		
4	How do you keep a healthy relationship with close relatives like parents and siblings from either side? Are they viewed as part of your family? How does it affect your marital relationship?		

5	Children are a natural desire in marriage and at times call for sacrifice and can take a big hit on career progression. Would your marriage remain stable if there were no children? Can you sacrifice your career ambitions for the sake of marital unity and the good of the children and your spouse? Should you not have any male children and so lack family male heirs how would that affect your marital relationship and stability?		
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### III. DUAL INCOMES AND FAMILY FINANCIAL MANAGEMENT

Item	Question	Response	
		Spouse 1- Husband	Spouse 2- Wife
1	Are you financially independent to the extent that you can maintain your lifestyle and those of your children without the support of your spouse? How does that impact your marital relationship?		
2	Do you own your house jointly? Do you purchase the household furniture and equipment together or is it allocated to one spouse? In a disagreement would the one who acquired the items take them away? In the case of a disagreement who would keep the home? How does the nature of ownership of the house affect your marital relationship?		
3	How do you allocate financial responsibilities in the family? Are financial resources pooled or separate? Is each spouse aware of all the big and small financial expenses in the family or not? Are there expenses being incurred without the other spouse knowing? If so what is the reason for that? How would you want it improved and why?		
4	Do you operate separate bank accounts? If so how does your spouse perceive it? Does it make her/him secure or insecure? Why do you say so? Do you have full access to the accounts and the ATM/Credit Cards?		
5	How does the disparity or similarity in your income affect your marital relationship?		
6	Do you regularly argue with your spouse about finances: •daily •weekly •monthly •rarely •never. What is the nature of the arguments?		

**Thank you for your time!**

## Appendix D: SU Ethical Assessment



24<sup>th</sup> May 2023

Mr Ogallo Francis Julius  
Francis.Ogallo@Strathmore.edu

Dear Mr Ogallo,

**RE: A Study of the Impact of Dual Career on Marital Relationships and Stability among Professional Couples in Nairobi from Dietrich Von Hildebrand's Perspective**

This is to inform you that SU-ISERC has reviewed and **approved** your above SU-masters research proposal. Your application reference number is SU-ISERC1600/23. The approval period is from 24<sup>th</sup> May 2023 to 23<sup>rd</sup> May 2024.

This approval is subject to compliance with the following requirements:

- i. Only approved documents including (informed consents, study instruments, MTA) will be used.
- ii. All changes including (amendments, deviations, and violations) are submitted for review and approval by SU-ISERC.
- iii. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to SU-ISERC within 72 hours of notification.
- iv. Any changes anticipated or otherwise that may increase the risks or affected safety or welfare of study participants and others or affect the integrity of the research must be reported to SU-ISERC within 72 hours.
- v. Clearance for the export of biological specimens must be obtained from relevant institutions.
- vi. Submission of a request for renewal of approval at least 60 days prior to the expiry of the approval period. Attach a comprehensive progress report to support the renewal.
- vii. Submission of an executive summary report within 90 days of completion of the study to SU-ISERC.

Before commencing your study, you will be expected to obtain a research license from National Commission for Science, Technology, and Innovation (NACOSTI) <https://research-portal.nacosti.go.ke/> and obtain other clearances needed.




Yours sincerely,

A handwritten signature in blue ink, appearing to read "Ambrose Rachier".

for: **Mr Ambrose Rachier,**  
**Chairperson; SU-ISERC**



## Appendix E: Nacosti Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 237685	Date of Issue: 17/June/2023
<b>RESEARCH LICENSE</b>	
	
<b>This is to Certify that Mr. Francis Julius Ogallo of Strathmore University, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Nairobi on the topic: A STUDY OF THE IMPACT OF DUAL CAREER ON MARITAL RELATIONSHIPS AND STABILITY AMONG PROFESSIONAL COUPLES IN NAIROBI FROM DIETRICH VON HILDEBRAND'S PERSPECTIVE for the period ending : 17/June/2024.</b>	
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## THE SCIENCE, TECHNOLOGY AND INNOVATION ACT, 2013 (Rev. 2014)

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**The National Commission for Science, Technology, and Innovation**, hereafter referred to as the Commission, was established under the Science, Technology, and Innovation Act 2013 (Revised 2014) hereinafter referred to as the Act. The objective of the Commission shall be to regulate and assure quality in the science, technology, and innovation sector and advise the Government in matters related thereto.

### CONDITIONS OF THE RESEARCH LICENSE

1. The License is granted subject to provisions of the Constitution of Kenya, the Science, Technology and Innovation Act, and other relevant laws, policies and regulations. Accordingly, the licensee shall adhere to such procedures, standards, code of ethics, and guidelines as may be prescribed by regulations made under the Act, or prescribed by provisions of International treaties of which Kenya is a signatory to
2. The research and its related activities as well as outcomes shall be beneficial to the country and shall not in any way;
  - i. Endanger national security
  - ii. Adversely affect the lives of Kenyans
  - iii. Be in contravention of Kenya's international obligations including Biological Weapons Convention (BWC), Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO), Chemical, Biological, Radiological and Nuclear (CBRN).
  - iv. Result in exploitation of intellectual property rights of communities in Kenya
  - v. Adversely affect the environment
  - vi. Adversely affect the rights of communities
  - vii. Endanger public safety and national cohesion
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3. The License is valid for the proposed research, location, and specified period.
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