

**EXAMINING THE TENSIONS BETWEEN THE MOTHERS' RIGHT TO WORK AND
THE CHILDREN'S RIGHT TO CARE WITH SPECIFIC REFERENCE TO LUBAGA
DIVISION.**

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DEDICATION

This dissertation is dedicated to my mother,

My children – Elijah and Caleb

My husband- Stephen Luswata

Thank you for your endless love, support and encouragement

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I thank the almighty God who has seen me through; it has been a tedious journey that required a lot of hard work, patience and multitasking. It is because of his will that my family went through the two years healthy which enabled me concentrate on my studies.

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ABSTRACT

The study examined tensions between mothers' right to work and the children's right to care which are seen to be conflicting rights. The research was carried out in Lubaga division where mothers working in formal sectors were interviewed and gave their experience and how they handle both rights. Key informants from Raising Voices an organization that promotes both children and women rights were also interviewed and these talked in regard to the children's right to care considering that children below five years are vulnerable and not in position to speak. The objectives of the research were to find out how mothers are handling both roles, working and taking care of their children, to determine the effects of the mothers' right to work on children's right to care and to find out if mothers are aware of policies at their places of work that enable them enjoy their right to work.

Many mothers interviewed were aware of both rights, their right to work and the children's right to care. Majority looked at care in terms of provisions of basic necessities like food, shelter, medical treatment and others. Just a few of them brought out the element of love, intimacy and being physically around in their toddlers lives as a need that many children are lacking because the mothers are working. Mothers expressed the challenges they face as they balance both rights which include lack of support from husbands where some of them don't appreciate the need of their wives working, helpers commonly known as maids who always have a negative attitude towards house work and sometimes no love for children. Some places of work don't appreciate the fact that some of these women have young children who need ample time with their mothers; the policies are put but not implemented which has led to tension between the two rights.

Mothers are recommended to have priority; they should balance work and showing motherly love to their children. They need to understand that both rights are important and find means of having consensus to enable enjoyment of both rights. All people in the circles have a role to play that is the families and the employers. Fathers in the family need to take children as a collective responsibility and employers need to understand that a woman has other responsibilities aside official duties.

ACRONYMS

UNHCHR	United Nations High Commissioner for Human Rights
CEDAW	Convention on the Discrimination against Women
CRC	Convention on the Rights of children
UDHR	Universal Declaration of Human Rights
UN	United Nations

CHAPTER ONE: GENERAL INTRODUCTION TO THE STUDY

1.1 Introduction

Human rights are inherent to all human beings, whatever their nationality, place of residence, age, sex, ethnic origin, color, religion, language, or any status. We are all equally entitled to our human rights without discrimination. Definition of the office of the United Nations High Commissioner for Human Rights (UNHCHR) describes human rights as a set of norms or standards of behavior that are intended to protect us so that we are able to live full lives, free from fear and abuse. Children have a right to care and the best people to provide the care are their parents if they are still alive except in rare cases. This study focused mainly on corporate working mothers and the care they avail to their children considering that they also have a right to work. These two rights have brought about tension on the mothers and the researcher found out what the mothers had to say in regard to balancing work and caring for their children, the challenges they face as they try to balance and recommendations to enable enjoyment of both rights.

The general Assembly resolution affirms that all human rights are universal, indivisible, interrelated, interdependent, and mutually reinforcing, and that all human rights must be treated in fair and equal manner, on the same footing and with the same emphasis (Steiner, Alston & Goodman, 2006).

In this chapter, the researcher gave a summary of what the research was about bearing in mind the problem leading to this research. In the background of the study, the researcher talked about the history or genesis of children rights and the gender evolution of women's right to work,

statement of the problem, objectives, research questions, scope of the study, conceptual scope, geographical scope, time scope, significance of the study, justification of the study, definition of key terms and the conceptual frame work.

According to the Convention on the Rights of the Child, children's rights are the human rights of children with particular attention to the rights of special protection and care afforded to minors, including their right to association with both parents, human identity as well as the basic needs for food, universal state-paid education, health care and criminal laws appropriate for the age and development of the child, equal protection of the child's civil rights, and freedom from discrimination on the basis of the child's race, gender, sexual orientation, gender identity, national origin, religion, disability, or other. (CRC, Second Periodic Report of States Parties, 1997: 9)

In this study, the researcher focused on the literate working mothers in Lubaga division and examined in detail how they balance work, the challenges they face both at work and at home / where they leave their children, the children's right to care and generally how these rights conflict. The children referred to in this research are from 0 to 5 years of age. The researcher explained to the respondents that there are many ways that a mother can show care to her children which can be in form of providing food, buying a nice dress, celebrating and remembering the child's birth day and many more, in this research however, the care referred is that special bonding, intimacy and love which aspects require ample time for the child to feel the motherly natural instincts.

1.2 Background of the study

One cognitive process that seems nearly inevitable in humans is to divide people into groups; these groups can be partitioned on the basis of race, age, religion, and so forth. However, most of the times we split humanity on the basis of gender. The first thing we instantly determine, when meeting someone new, is their gender. This process of categorizing others in terms of gender is both habitual and automatic. It's nearly impossible to suppress the tendency to split the world in half, using gender as the great divider. When we divide the world into two groups, males and females, we tend to consider all males similar, all females similar, and the two categories of males and females very different from each other. In real life, the characteristics of women and men tend to overlap. Unfortunately, however, gender polarization often creates an artificial gap between women and men and gender roles that are very difficult to change in time which defines their roles in families and societies (Crespi, 2000).

In regard to gender roles, in the African setting women are seen as the care takers in families while men are looked at as providers although the trend is changing. Mothers take care of the children's needs. It is common for a mother to know first when the child falls sick, when healthy, when traumatized and they easily and naturally provide tender, love and care. But because the trend is changing and mothers too have to enjoy their rights, they leave children at a tender age not only to enjoy their right but also to complement the earnings of their husbands.

Traditionally, men tended to work outside of the home in the fields, while women specialized in activities within the home. This division of labor then generated norms about the appropriate role of women in society. Societies characterized by plough agriculture, and a resulting gender-based division of labor, developed the belief that the natural place for women is within the home. These

cultural beliefs tend to persist even if the economy moves out of agriculture, affecting the participation of women on activities performed outside of the home, such as market employment, entrepreneurship, or participation in politics (Crespi, 2000).

Also to mention, traditional programming tends to perceive women merely as limited to their role as mothers and as conduits to improving the situation of children rather than as a distinct group whose rights must be respected, protected and fulfilled. However a more dynamic approach to programming for women and children advances the notion of women's equality in the private and public spheres. This is why CEDAW standards must guide all programming for children and be combined with gender sensitive situation analysis (Goonesekere & Silva, 2005). When children are groomed properly knowing that both girls and boys have the same values and are entitled to rights as their male counterparts, we will slowly see a change in the ways of men in the African setting where some men take girls as less children compared to boys. This will empower women and enable them enjoy their right to work and reduce the conflict between the two rights since men will be providing a helping hand.

Women were not visible in the First Development Decade; no explicit role was envisaged for them. The dominant paradigm of the family was that of the corporate unit of the male-headed household. Hence, benefits were directed at the male household head with the belief that such benefits would automatically 'trickle down' to other household members. Consequently development projects targeted men and only regarded women as tangential, viewing them mainly as wives and mothers and not as producers. The underlying development rationale was that of the household division of labor with men as producers (sometimes assisted by the women) while women functioned mainly as housewives and mothers. Expectedly, development planners

focused on increasing the productivity of men in agricultural production (Kabeer, 1994; Soetan, 2001).

Gender roles like any other social construct are supposed to change with time as people acquire more skills and knowledge. Western education has had an immense impact on the African traditional society in terms of division of labour. Women are no longer limited to domestic chores but are capable of handling jobs that earlier were considered to be appropriate only for men (Mbiti, 1982). A failure to appreciate changes in the contemporary society that have altered gender roles and relations has resulted in generational conflicts (Kuzikana, Vipepeo and Wafula, 2011: 151)

The general pattern of change in household and family structures in Western European families has seen marriage rates fall, divorce and cohabitation on the increase and a marked drop in overall fertility, despite the increased numbers of children born out of wedlock. Such trends are used as evidence that the importance of family life is declining, with dire consequences for social integration. The theme of the changing role of women, both in terms of individual autonomy and in terms of female emancipation has been a core part of the conceptualization of what some demographers call the 'second demographic revolution'. This refers to the changing demographic patterns since the 1960s including high divorce, decreasing fertility. We focus particularly on how cross-national differences have changed over time and how far change is related to inter-generational differences in family values. Two major social changes are of relevance to the generational divide. First, the transformation of women's roles particular in terms of women's increasing participation in the labor market. Second, the increasing secularization which is likely to have eroded the traditional religious base of many moral

absolutes associated with family issues and behavior, like divorce, adultery, homosexuality and abortion. (Scott, 2006: 3)

“In the modern world, David Popenoe has argued that it is individualism in its modern meaning of emphasis on self-fulfillment and pursuit of individual rather than collective interests that places the values of familism and individualism in opposition. He stresses that in the current era, individualism has had a remarkable run. Women especially have been able to achieve self-fulfillment apart from the bourgeois family to a degree never before thought possible” (Popenoe 1988: 305).

Our expectation is that support for motherhood will have much more to do with a country’s pro-natal policies than with traditional family morality since the trend of women is changing; women emancipation. (Scott, 2006: 4)

World over, there has grown a need to promote the two conflicting rights; children’s right to care and the mothers’ right to work, hence different conventions, agreements, declaration and more have been put in place as discussed below; The International Bill of Human Rights strengthens and extends the emphasis on the human rights of women. The Universal Declaration of Human Rights proclaims the entitlement of everyone to equality before the law and to enjoyment of human rights and fundamental freedoms without distinctions of any kinds and proceeds.

According to the Constitution of Uganda, Chapter 4 clause 33, the state shall protect women and their rights, taking into account their unique status and natural maternal functions. Working mothers have a right to either a paid or unpaid maternity leave. This is however stated in the constitution but not fully implemented, employers are exploiting workers and because of scarcity of jobs, employees stand the exploitation because of fearing to lose their jobs, it is because of

this that we see mothers working for long hours yet not reflected in their pay and failing to give their toddlers ample love and care.

The Pregnancy Discrimination Act is a federal law that prohibits the employer from discriminating against mothers. These rights extend through childbirth and any disability resulting there from. These rights prohibit the following, firing women because they are pregnant or suffering from a pregnancy-related illness or disability, forcing them to go on parental leave. Mothers need to know that if their organizations have policies regarding medically-related disabilities; your employer must afford you the same modified work tasks or disability leave they offer to other disabled employees. This is however mainly applicable in the US, in Africa, there are some companies doing this, the law is there in regard to this although not enforced in some countries.

Article 11 of the Convention on the Discrimination against Women (CEDAW) reads that States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure a basis of equality of men and women. The right to work as an inalienable right of all human beings and the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment, the right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training, the right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other

incapacity to work, as well as the right to a paid leave, the right to protection of health and to safety in working conditions.

On the other hand however, The United Nations, 1989, Convention on the Rights of the Child was the first legally binding international instrument to incorporate the full range of human rights civil, cultural, economic, political and social rights. Its implementation is monitored by the Committee on the Rights of the child. Bearing in mind that, as indicated in the Declaration of the Rights of the Child, "the child, by reason of his physical and mental immaturity, needs special safeguards and care, including appropriate legal protection, before as well as after birth. Children's rights are human rights of children with particular attention to the rights of special protection and care afforded to minors. This includes their right to association with parents, human identity as well as basic needs for food, universal state paid education, health care and criminal laws appropriate for the age and development of the child, equal protection of child's civil rights and freedom from discrimination on the basis of child's race, gender, sexual orientation, gender identity, national origin, religion, disability, or any other. Although these rights are clearly stated, children being a marginalized group and considering the tension required to fulfill both rights, they are not given first priority.

Article 2, clause 3 states that State parties undertake to ensure protection and care of a child necessary for his or her well-being, taking into account the rights and duties of his or her parents, legal guardians, or other individuals legally responsible for him or her, and, to this end, shall take all appropriate legislative and administrative measures.

Article 18 mentions that States Parties shall use their best efforts to ensure recognition of the principle that both parents have common responsibilities for the upbringing and development of the child. Parents or, as the case may be, legal guardians, have the primary responsibility for the upbringing and development of the child. The best interests of the child will be their basic concern. The CRC is the most widely ratified human rights treaty with 190 ratifications.

According to the Universal Declaration of Human Rights (1948), rights are seen as a basis for all international legal standards for children's rights today. There are several conventions and laws that address children's rights around the world. A number of current and historical documents affect those rights, including the 1923 Declaration of the Rights of the child, drafted by Eglantyne Jebb and her sister Dorothy Buxton in London, England in 1919, endorsed by the League of Nations League of and adopted by the United Nations in 1946. It later served as the basis for the Convention on the Rights of the Child.

The Convention on the Rights of the Child is based on four core principles, namely the principle of non discrimination, the best interests of the child, the right to life, survival and development, and considering the views of the child in decisions which affect them according to their age and maturity. Article 9 in the UN convention states that every child has a right to live with their parents, unless it is bad for them. Children have a right to live with a family that cares for them.

The United Nations Convention on the Rights of the Child has been adopted by almost all nations of the world. The Convention encompasses survival, protection, participation, and development rights. One crucial dimension to any discussion of the rights of the child is determining how to create the kind of environment most likely to enhance the child's

development. Article 27 of the Convention states that those accepting the treaty recognize the right of every child to a standard of living adequate for the child's physical, mental, spiritual, moral and social development. One crucial dimension to any discussion of the rights of the child is determining how to create the kind of environment most likely to enhance the child's development. Article 27 of the Convention states that those accepting the treaty recognize the right of every child to a standard of living adequate for the child's physical, mental, spiritual, moral and social development (Andrews and Kaufman, 1999).

Article 5 of the Convention on the Rights of Children states that, States Parties shall respect the responsibilities, rights and duties of parents or, where applicable, the members of the extended family or community as provided for by local custom, legal guardians or other persons legally responsible for the child, to provide, in a manner consistent with the evolving capacities of the child, appropriate direction and guidance in the exercise by the child of the rights recognized in the present Convention.

The Uganda Constitution article 34 clause 1, subject to laws enacted in their best interests, children shall have the right to know and be cared by their parents or those entitled by law to bring them up. According to the status report by the Uganda Child Rights NGO Network, UCRNN acknowledges the commitment demonstrated by the government of Uganda through ratification of United Nations Convention on the rights of the child (UNCRC) and a number of other child related covenants both regional and international.

In Uganda, the government is working through the Ministry of Gender, Labor and Social Development to coordinate the national effort for orphans and other vulnerable children with a commitment to achieve a society where all children live to their full potential. The police child

and family protection unit where by parents are supposed to accord certain standards to their children to avoid crimes for example parents are supposed to provide basic needs to their children like food, clothing, shelter. If the parents fail to avail these needs, the children could engage in crimes of theft.

CEDAW and the CRC should be viewed as complementary and reinforcing. When read together, the Conventions protect the rights of girls and women throughout their life cycles. The CRC provides that the rights protected apply equally to boys and girls and grants certain protections to women, such as pre- and post-natal care, education on the advantages of breastfeeding, and family planning education and services. The CEDAW is not age-specific. Both conventions provide protections for children and women inside the private sphere and prioritize the best interests of the child. Additionally, both conventions prohibit discrimination on the basis of sex and implicitly call for affirmative action policies or temporary special measures, such as preferential access to girls in education, in order to achieve substantive equality (Goonesekere and Silva, 2005: 8).

Traditionally, men would fend for the families while mothers would care and look after the children and the home at large, because of different rights, mothers now days are not only looking after their homes but also earning an income, children are left when only three months of age, this said, there is a tension because the mothers want to work but at the same time want to fulfill the children's right to care and love.

1.3 Statement of the problem

Currently, there is emphasis to promote the rights of a girl child; this has led to many girls attaining education among other rights hence boosting their esteem and making them compete

favorably with men in the employment world. After attaining education, many girls get jobs and later enjoy their right to marriage and bear children. The children that they mother have a right to be cared for among other rights. Mothers have particular biological roles like breast feeding where doctors advise that babies should be breast fed exclusively for the first six months to promote immunity and increase intimacy for both mother and baby in the early years. It is however observed that there is tension as the mothers enjoy their right to work and also take care of their children because both roles require a lot of input. Mothers are required to report for work very early in the morning before attending to their children for they leave them sleeping and they get home when the toddlers are sleeping or so tired to engage with them. The researcher examined the tension between the two conflicting rights, a right to work and a right to care for the children.

1.4 Major Objective of the study

To examine the tension between the mothers' right to work and the children's right to care looking at what professionals from children organizations in Uganda have to say in regard to the children's right to care and the challenges mothers face as they juggle both rights.

1.5 Specific objectives of the study

- i. To find out how mothers are handling both roles, working and taking care of their children.
- ii. To determine the effects of the mothers' right to work on children's right to care.
- iii. To find out if mothers are aware of policies at their places of work that enable them enjoy their right to work.

1.6 Research questions

- i. How are mothers handling both roles, working and taking care of their children?
- ii. How has the mothers' right to work affected the care for children?
- iii. What policies have been put in place by companies, organizations and civil service to enable mothers enjoy their right to work and the children enjoy their right to care?

1.7 Scope of the study

The study focused on examining the mothers right to work and the children's right to be cared for. These are seen to be conflicting and important rights which affect each other. Literate working mothers in different fields are to be considered in this research to enable a fairly balanced research, in other words trying to look at different working mothers. Literate mothers are chosen over the other working mothers because of their scope of work. They report for work at a particular time and finish at a specified time. It is easier to trace their daily routine and the government interventions for this particular group of mothers for example the labor laws, maternity packages hence a non biased conclusion. Also to enable the researcher deeply engage with these mothers hence a need to specify the mothers to be involved in the study than making it broad and open to all mothers considering that they have different working patterns.

1.7.1 Conceptual Scope

The study examined the mothers' right to work and the children's right to care. The researcher found out the meaning of caring for children as understood by the mothers, how mothers are caring for their children and the measures put in place to enable children attain their rights to

care. The research focused on literate mothers considering that the literate and illiterate working mothers face different challenges as they try to balance both rights, this will enable the researcher have a rich research. Mothers in Lubaga division were chosen as the case study to enable the researcher have a wider coverage that is to say, engage mothers from different fields like medical workers, bankers, mothers in Civil service; this will make the study rich and less biased.

1.7.2 Geographical scope

Lubaga Division is one of the divisions that make up the city of Kampala, Uganda. It lies in the western part of the city with prime places of interest like hospitals, churches, schools, markets and others. It has 13 parishes including Busega, Kasubi, Lungujja, Mutundwe, Najjanankumbi 1, Najjanankumbi 11, Nakulabye, Lubia, Nakulabye, Namirembe, Nateete, Ndeeba and Lubaga. The researcher chose to work with working mothers in Lubaga because the division has some of the biggest hospitals in the country, so many schools, banks and the work at the division is done in a systematic way which enabled me get an introductory letter easily.

1.7.3 Time Scope

The study took a period of one year including the time taken to come up with the concept and the proposal development. The researcher focused on oral interviews with some working mothers and the key informants and questionnaires for other working mothers. The period of one year was chosen to keep the researcher busy and to involve the correspondents when the topic is still fresh, in other words when the period is so long, the respondents can easily lose interest.

1.8 Significance of the study

The findings will be used by other researchers to know and examine the women's right to work and the children's right to care. Organizations dealing in children and women's rights could use the research to better the lives of women and children. The mothers gave their experiences, challenges and advice that could be of interest to other working mothers bearing in mind that some of these are common mistakes for example not taking prioritizing seriously. Other than mothers, also men that get a chance to read the research work get a chance to listen to the cries of the working mothers and will find means of giving a helping hand where necessary because some of them are ignorant and not aware of the help that the mothers need.

1.9 Justification of the study

Examining the two conflicting rights, the children's right to care and the mothers' right to work was important for we saw challenges on each side. Children below 5 years (for this research) are mainly looked at as voiceless who cannot fight for their right to care yet at the same time mothers look at care in different angles, providing shelter, medical necessities, education, food and others not paying attention to care in form of being around when children need them, intimacy with their children and attending to their required tender, love and care. It was the need to provide the above that some babies are not breast fed promptly as advised by medical specialists. The researcher chose to work with this particular age group (0 -5 years) because they cannot communicate and express themselves so chances are high they miss out on the proper care because they cannot give feedback of what happened when their mothers where away at

work. Also to add, this was the age group that needs the mothers love so much unlike children who are grown since the mother can explain to them why they have to work.

The problems faced by children in this age bracket are different from the problems faced by teenagers for example. Mothers are finding it hard to balance motherhood roles, being there for their young children and work. We need to mention that although some men are doing the provisional requirements, it is easier when both parents are working to share the required family necessities. As a need to enable both rights, the mothers' right to work and the children's right to care, children are left in the hands of maids who are often not trained in this influential job which affects the children's upbringing. After noticing the cycle, the researcher analyzed the situation and suggested possible ways to balance both the children's right to care and the mothers' right to work.

1.10 Definition of key terms

Right: The term right in simple terms means the element to have or possess freedom. Definition of the office of the United Nations High Commissioner for Human Rights (OHCHR) describes human rights as a set of norms or standards of behavior that are intended to protect us so that we are able to live full lives, free from fear and abuse.

Mother: According to this study, a mother could be biological, an aunt both on the maternal or paternal side and grandmothers, maternal and paternal side who has a responsibility to fulfill the children's rights to care which include providing good health, proper feeding, shelter, education, security, and others.

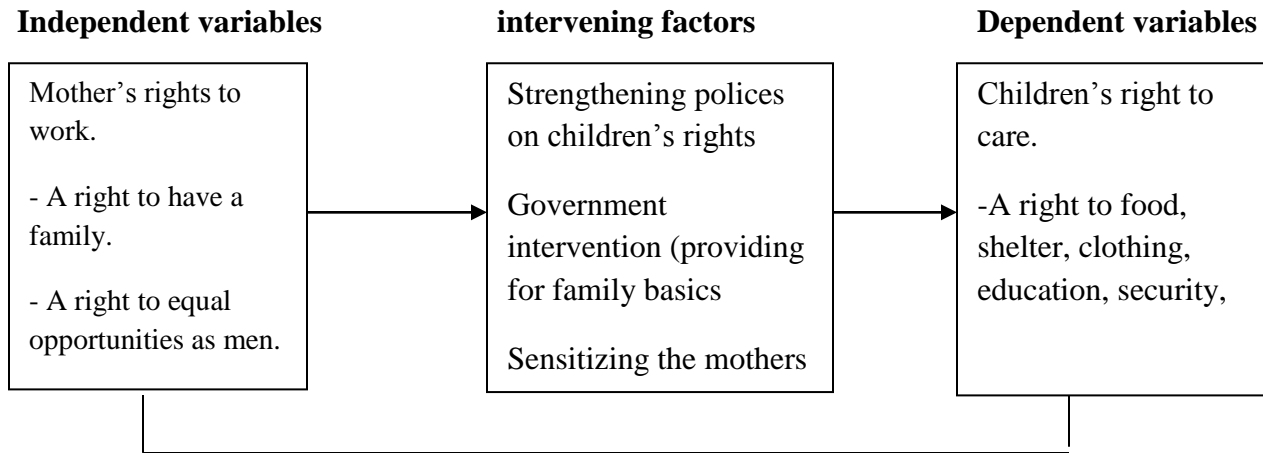
Children: For the purpose of this research we looked at children of five years and below, the children's right to care is defined as providing basic needs for the children like food, clothes, shelter and also intimate love especially which is sometimes ignored.

A right to work: This is defined as the freedom for one to fend for oneself, family or friends with no limitations in regard to sex, color, nationality. CEDAW takes into account the traditional and cultural barriers to the realization of rights of women and addresses that within the convention. This convention also takes into account the fact that women are primarily part of the procreation cycle and that should not be a basis of limiting their ability to enjoy their social, economic and cultural rights.

A right to care: According to the Convention on the Rights of Children, the right to care entailed recognizing that the child, for the full and harmonious development of his or her personality, should grow up in a family environment, in an atmosphere of happiness, love and understanding. The children's right to be cared for is defined as the opportunity for a child to live free from hunger, abuse, neglect and have a positive relationship with the parents or care takers to stimulate the required growth. For the purpose of this research, we are looking at care not only in regard to provisions, but also the intimate relationship that the mother has with the children.

Corporate workers were defined as people employed in the formal sector with a laid down program and structure that they are supposed to follow. They have a specified time to report for work, leave work, annual leaves and others attachments to smoothen both the employer and employees working structure.

1.11 Conceptual frame work



Mothers have a right to work among other rights which are not freely and fully enjoyed because of other conflicting rights and other hardships involved. As they enjoy their right to work, children also have a right to care which involves “intimate” relationship with their mothers, a right to food, a right to education among other rights. In order for the children to enjoy their rights for example the right to care, food, education, the mothers need to balance promptly these two conflicting rights. There are factors influencing the enjoyment of both rights for example the policies put in place by government and at the places of work to enable working mothers enjoy both duties that is the biological duty of giving birth and the right to work, government intervention and knowledge of the mothers’ in regard to the two conflicting rights.

CHAPTER TWO: LITERATURE REVIEW

2.0 Introduction

This chapter looked at what has been written in relation to assessing the impact of mother's right to work on children's right to be cared for. Different works have been written showing different rights and how they are abused. Scholarly works, both global and local were assessed to help the reader understand more, the researcher showed some aspects or gaps not tackled by the books indicated. "...after the researcher coming up with a rough idea, he begins to examine how others have already thought about the researched topic and how the gaps will be filled. As this is done, the researcher has to ensure that the context is properly understood and the question is got right". (Berg, 2001: 19, Maamdani, 2013).

2.1 Theoretical Frame work.

The Feminist theory

The feminist theory is about the belief in the social, political, and economic equality of the sexes. There was a multipart model of growth of feminist theory which was an androgynist poets, a feminist critique and female aesthetic accompanied by gynocritics, follows and these are closely pursued by gynestic poststructuralist feminist criticism and gender theory (Showalter, 1996).

This research mainly looked at liberal feminism where Alison Jaggar observed that liberal political thought generally locates our uniqueness as human persons in our capacity for rationality. The belief that reason distinguishes us from other animals is, however, relatively uninformative, so liberals have attempted to define reason in various ways, stressing either its

moral aspects or its prudential aspects. When reason is defined as the ability to comprehend the rational principles of morality, then the value of individual autonomy is stressed. In contrast, when reason is defined as the ability to determine the best means to achieve some desired end, then the value of self-fulfillment is stressed. Whether liberals define reason largely in moral or prudential terms, they nevertheless concur that a just society allows individuals to exercise their autonomy and to fulfill themselves. Liberals claim that the “right” must be given priority over the “good.” In other words, our entire system of individual rights is justified because these rights constitute a framework within which we can all choose our own separate goods, provided we do not deprive others (Amy, 2013)

John Stuart Mill and Harriet Taylor insisted that if society is to achieve sexual equality, or gender justice, then society must provide women with the same political rights and economic opportunities as well as the same education that men enjoy. In contrast, in “Enfranchisement of Women,” Taylor argued that women needed to do more than read books and cast ballots; they also needed to be partners with men “in the labors and gains, risks and remunerations of productive industry.” Thus, Taylor predicted that if society gave women a bona fide choice between devoting their lives “to one animal function and its consequence” on the one hand, and writing great books, discovering new worlds, and building mighty empires on the other, many women would be only too happy to leave “home, sweet home” behind them. Whereas the foregoing passages from “Enfranchisement” suggest Taylor believed a woman had to choose between housewifery and mothering on the one hand and working outside the home on the other, some other passages indicate she believed a woman had a third option namely, adding a career or an occupation to her domestic and maternal roles and responsibilities. In fact, Taylor claimed a

married woman cannot be her husband's true equal unless she has the confidence and sense of entitlement that come from contributing materially to the support of the family. Decidedly unimpressed by Mill's 1832 argument that women's economic equality would depress the economy and subsequently lower wages, Taylor wrote instead: "Even if every woman, as matters now stand, had a claim on some man for support, how infinitely preferable is it that part of the income should be of the woman's earning, even if the aggregate sum were but little increased by it, rather than that she should be compelled to stand aside in order that men may be the sole earners, and the sole dispensers of what is earned. "In short, in order to be partners rather than servants of their husbands, wives must earn an income outside the home. In further explaining her view that married as well as single women should work, Taylor betrayed her class bias. Insisting that women cannot both work full-time outside the home and be devoted wives and mothers without running themselves ragged, Taylor claimed that working wives with children would need a "panoply of domestic servants" to help ease their burdens. In critic Zillah Eisenstein's estimation, Taylor's words revealed her privileged status. Circa 1850, only upper-middle-class women like Taylor could afford to hire a slew of household workers.³⁸ Thus, Taylor, a product of class privilege, offered rich women a way to "have it all" without offering poor women the same. Never did she wonder who would be taking care of the families of rich women's hired female help. Like Wollstonecraft, Taylor wrote not so much to all women as to a certain privileged class of married women. Nonetheless, her writings helped smooth the entrance of many poor as well as rich women into the public world. So, too, did Mill's. He argued in "The Subjection of Women" that if women's rational powers were recognized as equal to men's, then society would reap significant benefits.

It is an outgrowth of the general movement to empower women worldwide with the goals to demonstrate the importance of women and to reveal that historically women have been subordinate to men. Feminists believe in working to increase equality, they believe in expanding human choice, the idea that both men and women should be able to develop their human traits, even if those go against the status quo for example if a woman wants to be a mechanic, she should have every right and opportunity to do so. Weber thought that women should be treated equally in the social institution of marriage, along with all the other social institutions. She made it clear that marriage was between a man and a woman. The contemporary feminism movement began in the 1960's, free love helped escape the sexual double standard. Divorce became commonplace, women were "happy housewives" no more; higher level employment and fulfillment outside the home were becoming the norm. Liberal Feminism states that all people are created equal and should not be denied equality of opportunity because of gender. It focuses their efforts on social change through the construction of legislation and regulation of employment practices. The Feminist theory encourages women to work, by doing so they will not be dependent on men; it is however because of this freedom to work that that mothers affect the children's right to care. Some of them are carried more to work, not balancing with their role of taking care of the children. (Moffitt, 2003 – 2005).

Feminists fight for the equality of women and argue that women should share equally in society's opportunities and scarce resources. The origins of the feminist movement are found in the abolitionist movement of the 1830's. Seneca Falls, New York is said to be the birthplace of American feminism. Elizabeth Cady Stanton and Lucretia Mott spearheaded the first Women's Rights Convention in Seneca Falls, New York in 1848. The convention brought in more than 300

people. The discussion was focused on the social, civil, and religious condition of women, the convention lead to the Declaration of Sentiments, modeled after the Declaration of Independence and all men and women were equal. Feminists fight for the equality of women and argue that women should share equally in society's opportunities and scarce resources hence demonstrating the importance of women and revealing that historically women have been subordinate to men which will in the future lead to gender equality. Implicit in Feminism theory is a parallel argument, the molding, direction and expression of sexuality organizes society into two sexes, women and men which division underlies the totality of social relations. Sexuality is that social process which creates, organizes, expresses and directs desire, creating the social beings we know as women and men as their relations create society (Mackinnon, 1982).

The researcher chose the feminist theory because quite a number are pro promoting the rights of women although some have criticisms towards it. The women's worth is being emphasized hence promoting their rights among many is the right to work. Under the same theory, they mention the mothers' right to a family which involves giving birth and this automatically leads to the children's right to care making the Feminist theory applicable in this particular research.

Literature was reviewed basing on the objectives of the study, how mothers are handling both roles, working and taking care of their children, what is the impact of the mothers' right to work to the children's right to care and the measures put in place by agencies and governments to enable children attain their right to care. This research dug more to find out what mothers understand by child care and what the long term effects of lack of proper care. Also to find out if the responsibility of caring for children is shared between parents. The world has long known that childhood is the period of human development when the pace of growth and maturation is

more rapid than at any other time of life. As each human develops, his or her capabilities and unique characteristics emerge, gradually enabling increased competence. The person is shaped by the interaction of genetic predisposition with nurture, stimulation, threats, and other environmental influences. Life experiences during infancy and early childhood profoundly affect the physical, mental, social, and emotional characteristics of the person during childhood and in later years hence the need for proper care. The human's right to survive and develop is a fundamental premise of the U.N. Convention on the Rights of the Child (Preamble). The *Convention* charges governments to ensure to the maximum extent possible that each child survives and develops (Art. 6). Article 27 establishes the child's right to a standard of living adequate for the child's physical, mental, spiritual, moral, and social development and charges parent(s) or others responsible for the child to secure the living conditions, within their means and with assistance from their governments. Although this is said, mothers have to be reminded and taught about this crucial stage of development, being a child is a one time period which should be handled promptly or else a permanent effect on the child. (Andrews and Kaufman, 1999: 3

The measures put in place by employers and agencies to enable mothers enjoy their right to work and children attain and enjoy their rights to care.

2.2 Policies in place

The Universal Declaration of Human Rights (1948), Universal is seen as a basis for all international legal standards for children's rights today. There are several conventions and laws that address children's rights around the world. It should be noted that although universality is

stated, it does not happen in reality, some people enjoy their rights while others don't. In this case we see a conflict of the children's right to care and the mothers' right to work, this research will find out if the mothers are actually aware of these conflicting rights, and if yes, give recommendations on how government should come in to help both the children and mothers enjoy their rights. A number of current and historical documents affect those rights, including the 1923 Declaration of the Rights of the child. Three instruments form the core documentation of fundamental rights and freedoms the Universal Declaration of Human Rights being one of them which stipulate the fundamental human rights, accruing to anyone by virtue of the fact that they are human beings (Human Rights Defenders in Uganda Vol. 3).

The Vienna Declaration and Program of Action urges all states, with the support of international cooperation, to address the acute problem of children under especially difficult circumstances. Exploitation and abuse of children should be actively combated, including by addressing their root causes. Effective measures are required against female infanticide, harmful child labor, sale of children child and organs, child prostitution, child pornography, as well as other forms of sexual abuse. This was a result of seeing that children's rights were violated globally because children are minors. This research will find out what the government of Uganda is practically doing to help the children in, how best are they implementing what is written in the Constitution and the conventions and advise accordingly. Also to find out who takes care of the children when the mothers are away and how promptly they are doing it. The challenges they face as they look after children. The Government of Uganda translated the CRC into the national legislation in 1996, article 34 clause 1 of the constitution says children shall have a right to know and be cared for by their parents or those entitled by law to bring them up. Clause 4 affirms that children are

entitled to be protected from social or economic exploitation and shall not be employed to work in or required to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development. The constitution however does not address the challenge of conflicting rights that is the right to work and children's right to be cared for. Mothers are ignoring the children's right to care and those that are trying to manage both are finding challenges (CRC, Second Periodic Report of States Parties, 1997: 9).

The Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of Children should be viewed as complementary and reinforcing. CRC and CEDAW move together, one protects the rights of girls and women throughout their life cycles. The CRC provides that the rights protected apply equally to boys and girls and grants certain protections to women, such as pre- and post-natal care, education on the advantages of breastfeeding, and family planning education and services while the later provides protections for children and women inside the private sphere and prioritize the best interests of the child. This supports the feminist theory which encourages working of women and also taking care of their families which is however seen to cause tension in the lives of many working mothers.

This research looked at the extent at which both rights are enjoyed and the extent to which government is implementing what is stated in the constitution and the conventions in regard to these rights. It sought ways in which men can be of help to enable both the mothers and children enjoy the right to work and the right to care. Additionally, both conventions prohibit discrimination on the basis of sex and implicitly call for affirmative action policies or temporary special measures, such as preferential access to girls in education, in order to achieve substantive

equality. Although CEDAW and CRC rights need to be seen as complementing and reinforcing, the reverse is true, the former dominates the latter since some mothers happen to be the sole bread winners in some families where men have given up on their parental responsibilities. (Goonsekere and Silva, 2005: 8).

The Convention on the Elimination of All Forms of Discrimination against Women article 11 emphasizes that States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: The right to work as an inalienable right of all human beings; the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment; the right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training; the right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work; the right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave; the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures; to prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status; to introduce maternity leave with pay or with comparable social benefits without

loss of former employment, seniority or social allowances; to encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child care facilities; to provide special protection to women during pregnancy in types of work proved to be harmful to them. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary. This convention is protecting the women's right to work and fair treatment in the places of work, not mentioning a balance in work and the mothers' role in children's care (CEDAW Resolution 34/180 of 18 December 1979).

The feminist theory emphasizes the need for mothers to be given birth rights which CEDAW emphasizes further. Employers need to respect the need for women to work and also cater for their children as these two conventions are closely neat.

The Uganda government as a signatory to the UN Convention on the Rights of the child is committed to reform and consolidate the Law relating to the Children; to provide for the care, protection and maintenance of Children; to provide for the Local authority support for children; to establish a family and children court; to make provision for the children charged with offences. According to the Uganda Human Rights Commission Report (2011), Uganda has introduced a new mechanism of child protection, the Uganda Child Helpline- 116 toll free line for reporting cases of child abuse. The Uganda Child Helpline is an avenue for reporting incidents of violence, speaking out, seeking emergency assistance, and getting information on available services specifically for children. The facility however is used by adults as well who

report cases on behalf of children. Increasingly, the Child Helpline is being recognized as an integral part of any child protection system to provide an invaluable service to children in need of care and protection. While a child's reason for calling may vary between regions, tribes, religions, physical and mental abilities, one factor remains the same; the caller's first step towards child participation is being made. In effect, a child is asking to be heard, a right that is enshrined in the United Nations Convention on the Rights of the Child (UN CRC). The Ministry of Gender, Labor and Social Development (MGLSD) has integrated the Child Helpline within current efforts of strengthening national child protection systems, particularly within the social welfare reforms aimed at improving the function of Probation and Social Welfare Officers, with this it is assumed that child violence will reduce in homes even when mothers go to work, the children can call authorities if mistreated by maids. (Uganda Human Rights Report 2011). This however, will be helpful to only the grown up children, the question is how does government help the young children who cannot express themselves as the mothers enjoy their right to work. Mothers need to know the importance of both rights and try to balance both their right to work and children's right to be cared for.

Although governments ratify to conventions, a quarter of the world's children live in poverty. In poorer countries such as Angola, which the UN claims is the worst place in the world to be a child, children under 15 constitute 48 per cent of the population. Globally, an estimated 120 million children aged 5–14 work full time while a further 130 million work part time. More than 130 million of the 625 million children of primary school age in developing countries have no access to basic education. 183 million of the world's children weigh less than they should for their age, 158 million children under 5 are malnourished, and 800 million lack accesses to health

services and, in the poorest countries, preventable diseases such as diarrhea kill 2 million children every year. Some of the above are a result of absence of proper child care. Children should not be left in the hands of other children who come in homes to help; some of these are children themselves who need guidance (Franklin, 2002: 1).

Ways in which mothers are handling both roles, working and taking care of their children.

2.2 Motherly substitutes

Developments in the field of parenting and family studies have led to the ever-lasting interest in the relationship between children's school achievements and parenting style. Since the family is the earliest socialization agent of a child, parenting style greatly affect children's understanding, attitude and school achievements. Socialization means the acquisition of education, experience, attitudes and behavior that are required for a successful adaptation to the society and the family (Ladd and Pettit, 2002) (Prindle and Resinski, 1989) (Rokis, 1989:4).

Maids are used in homes to take care of children where a few numbers were contented with what they do but majority of them were facing challenges hence hindrance on both rights.

Mothers have utilized childcare and pre education that take care of the needs and well-beings of young children of different ages. Childcare is a center that provides care and child minding for infants and toddlers at the age of 0 to 4 years old. This research will seek and find out if the day care centers are properly taking care of the children and also find out what the mothers think of the relationship with their children. It is also known as a children's nursery. In this evolving culture of work, parents spend more time working and children spend less time with them. Parents disengage from their child during early years for workplace commitments. Pre-education centre is an established educational institution that offers program learning for children at the age

of 4 to 6 years old. Its activities and syllabus are more on academics as well as on social development. National pre education curriculum (Malaysia, 2003) defined pre-education as a grounding educational site before entering the next level of education which is primary schools. It concerns with the knowledge and experiences that will equip the children with adequate skills, self-esteem and positive attitudes for the next level of learning. Ammul Sahara et al. (2010) reported that pre-education centre has become an important institution for society today. This is the result of the changes in the lifestyle and family structures. Previously, males-fathers are the breadwinners of the family whereas females-mothers are the dominant homemakers. However, due to the demand of the high living status, females are no longer homemakers only. A mother who works contributes to the family income but has less time to care for home and children (Humphrey, et al. 2010). This situation has made children's daycare centers as an alternative for working parents in helping them to care and educate their children. Hamner and Turner (1996) observed increasing numbers of parents seeking part-time and full-time alternatives for assistance which supplements parenting and children's daycare centers. Parents enroll their children to children's daycare centers for many reasons that may include their need for temporary relief from continual responsibility for childrearing or somebody who are able to take care of their children while they are away working (Rokis, 1989:14).

Work care balance and work life are two scenarios of interest, work and care directly focus on the issues of being parents who are employed in organizations and who at the same time also have children and/or dependents to care of. This research will find out the involvement of men in child caring as this will fairly enable the right to work and care. Work-care balance as sided by this article has to do with the condition of working full-time. This criterion may become

problematic to parents-workers if it means that they come to work early and stay on late; and that personal sphere should not encroach the work sphere. This situation may not be possible if the organizations are structurally gendered for female and male parents (Smithson and Stokoe, 2005). To achieve equal satisfaction for work role and family role, both types of parents must know their responsibilities at both spheres, or else working environment becomes very prejudicial against female parents. Many women manage multiple roles; parent, spouse, caregiver, employee yet recognition of the impact on their own and their families health and economic well-being is sometimes overlooked. Mothers who work outside the home are often in the difficult position of balancing family health responsibilities with employment obligations. This balancing act becomes even more challenging for low-income women who are often the sole breadwinners with primary responsibility for managing the health of their children and other relatives. (Wyn and Ojeda; 2000: 1).

Also part-time working, staggered hours, flexi-time and home working are the most commonly reported types of flexible working available to parents in the survey, but there are significant differences between what is available to men and women. Over half of women with flexible working report that reduced hours or part-time working is available to them. This compares to just 21 per cent of men who, when they work flexibly, are more likely to report the availability of home working, staggered hours and flexi-time. To find out what mothers locally think of the above options to enable them fairly work and look after their children, this however would require flexibility of the employers (Wyn and Ojeda; 200: 39).

According to the research by Roski (2014) in spite of the positive messages from many families about their ability to create a good compromise and secure the well-being of children, genuine

choice appears restricted. Over half of parents (53 per cent) believe that their own arrangements are by necessity rather than choice and only around a third feel that parents have a choice whether to spend time at work or with the children. The theme of cautious optimism remains prevalent, in that the majority of parents agree (46 per cent) or are neutral (26 per cent) that it is possible to meet your work / career needs and the needs of your children. Men (50 per cent) tend to be more positive than women (42 per cent), but 28 per cent of parents overall do not think it is possible. Parents that work do so for a variety of reasons but financial necessity is the clearest and was mentioned by nearly two-thirds of all parents. Those with higher incomes are more likely than others to highlight financial necessity. Working to gain personal development and fulfillment was important for 38 per cent of working mothers, compared to 21 per cent of working fathers. Income is a factor that affects choice; it is a key determinant of whether private nurseries and child minders form part of the pre-school childcare mix. Those with higher incomes are more likely to feel that they can meet the needs of both work and children. They are also less likely to believe that their arrangements came about through necessity rather than some degree of choice. Parents of pre-school children feel the responsibility for childcare most strongly and for many the decision to provide childcare at home is driven by a preference to fulfil that important role and have a positive influence on their child's development. Mothers of pre-school age children stated a preference to look after the children and feeling responsible for child care (50 per cent) as key reasons in not working. Work-care balance is a recurrent issue to most working women. Due to the decline of extended family in today's situation and the modernized parenting style adopted by parents, children's daycare centers seem to be a requirement (Rokis, 2014: 115)

Effects of Mothers right to work on Children's Right to Care

2.3 The repercussions

When we speak of parental obligations, we can do so within a framework of affection, intimacy, and love. We can conceive of fulfilling our obligations to our children as a natural expression of our love and affection for them. When obligations are conceived of in this way, affection, intimacy, and love are actually promoted, rather than denigrated. Moreover, when a parent proclaims affection for a child, that proclamation is empty apart from genuine attempts to fulfill certain obligations, to seek to do what seems to the parent to be good for the child. One can conceive of the creation of a relational environment of affection, intimacy, and love as an obligation parents possess. While it may seem problematic to conceive of love as an obligation, I think that this is plausible, at least in the parent-child relationship, because while loving another in the emotional sense may not be under our direct control, we can indirectly control whether or not we love someone in this way. What can churches and women empowerment agencies do to help educate mothers understand broadly the meaning of love towards their children and how mothers can enjoy both the right to work and care for their children? (Austin,1998: 105). Because of the lack of a strong relationship, children become distant which in long run may create a gap and affect the relationship. The feminist theory encourages up lift for women, in this regard men should give a helping hand to enable enjoyment of both rights.

In most societies, children and early adolescents are viewed within the context of the family. Consequently, as one cohort or one culture defines what childhood is, parenting is constructed, whether implicitly or explicitly. If something goes wrong during childhood, chances are high this might not be corrected when these children become adults. There is accumulating evidence that

women's experience of teenage pregnancy, and the number of their adult relationship transitions are importantly linked to the current quality of their relationships with their children (Dunn, Davies, O'Connor, *et al*, 2000) and to the outcome for their children (Hardy, Astone, Brooks-Gunn, *et al*, 1998; Jaffe, in press; Jaffe, Caspi, Moffitt, *et al*, 2001). (Bainham, Lindley, Richards and Trinder, 2003: 35); what is examined here is the possibility that these children were also 'at risk' for less supportive and affectionate relationships with their parents (Ambert 1994: 531).

Mothers don't have ample time with their young children; toddlers copy and learn what is taught to them by the maids in homes and most times these girls don't have the best behavior. These being vulnerable children, they fall sick often because the care is not adequate. All these come as mothers enjoy their right to work.

The literature above shows the need for both rights and talks about the challenges which different writers have pointed out as people try to enjoy both rights. It talks about the policies and other declarations which have been ratified; we however know that the situation on ground is different regardless of the ratification and the policies existing. This literature is however not showing how mothers are handling both rights, the challenges they go through and the recommendations to help them manage and enjoy both rights by relating with what the mothers sampled are saying.

CHAPTER THREE: METHODOLOGY

3.1 Introduction

In this chapter, the researcher indicated the procedures and ways in which the study was conducted which included the research design, area and population; sample size, sample section and data collection techniques among others. The term, ‘methodologies’ is usually employed to indicate the sets of conceptual and philosophical assumptions that justify the use of particular methods. It entails methods and specific techniques used in social research whereas, although strictly meaning studies of methods.

3.2 Research Design

The researcher used both qualitative and quantitative research designs; some researchers focus on emotions, motivations, symbols and their meanings, empathy, and other subjective aspects associated with naturally evolving lives of individuals and groups. These elements may also represent their behavioral routines, experiences, and various conditions affecting these usual routines or natural settings. As Schwartz and Jacobs (1979) suggest, many of these elements are directly observable and as such may be viewed as objective. Nonetheless, certain elements of symbolism, meaning, or understanding usually require consideration of the individual's own perceptions and subjective apprehensions. (Berg, 2001) In this research for example, mothers’ facial expressions and tones were carefully interpreted by the researcher under the qualitative research method to enrich the study.

Qualitative researchers use a language of cases and contexts examines social processes and cases in their social context, and look at interpretations or the creation of meaning in specific settings. They try look at social life from multiple points of view and explain how people construct identities. Only rarely do they use variables or test hypotheses or try to converts social life into numbers. Qualitative researchers see most areas and activities of social life from multiple points of view and explain how people construct identities (Newman, 2007: 94).

In this research, respondents had different and similar views in certain situations in regard to these two conflicting rights. Focused on working mothers, most of whom did not have time to engage in a one on one interview hence using questionnaires which are under the quantitative research method to get the desired information, those that were flexible; the researcher used the qualitative research method.

Quantitative analysis on the other hand deals with data in the form of numbers and uses mathematical operations to investigate their properties. In this research, it was mainly the demographic characteristics that were looked out for. The levels of measurement used in the collection of the data i.e. nominal, ordinal, interval and ratio, are an important factor in choosing the type of analysis that is applicable, as is the numbers of cases involved. Statistics is the name given to this type of analysis, its primary purposes are to measure, make comparisons, examine, test hypothesis, construct concepts and theories, explore, control and explain (Walliman, 2011: 113).

A case study was used; cases are often described as an exploration of a 'bounded system'. The object of the case could therefore be many things for example, a community, an institution, an individual, an activity or an event but for this research, in this case, the researcher used Lubaga

division. Case studies are often associated with ethnography where the purpose is to describe and interpret social groups in their natural setting using a number of qualitative techniques over an extended period of time. The shared preoccupations between case study research and other forms of naturalistic inquiry have made it difficult to provide absolute definitions of case study research and the problem is made more acute by the fact that researchers have not used the term in a standardized way. For example there is debate over whether a case study is a methodological choice (Simmons, 1996) or an object that is studied (Stake, 1995).

Literate women working in different fields were considered in Lubaga division and the reason why the researcher chose Lubaga division was to enable access to diverse information from women in different working fields; this made the research balanced, detailed and more informative avoiding bias other than selecting a particular group of women as a case study. "...a researcher examines in depth, many features of a few cases over duration of time with very detailed, varied, and extensive data, often in a qualitative form. The researcher carefully selects a few key cases to illustrate an issue of each case..." (Newman, 2007: 20). A case study is further explained as a strategy of research that aims to understand social phenomena within a single or small number of naturally occurring settings. The purpose may be to provide description through a detailed example or to generate or test particular theories. (Bloor and Wood, 2006: 27).

3.3 Area of study

The study was carried out in Lubaga division because it has schools, hospitals, NGOs, banks, churches so this enabled the researcher interview different people which made the research rich. The researcher ought to look for a locale where phenomena / processes in which they are interested are expected to be particularly salient and more importantly where there are accessible

opportunities to learn (Stake, 2005). By dealing with different categories, the research will be rich and show a wider picture in regards to children's right to care. Lubaga Division has prime places of interest like hospitals, churches, schools, markets and others. It has 13 parishes including Busega, Kasubi, Lungujja, Mutundwe, Najjanankumbi 1, Najjanankumbi 11, Nakulabye, Namirembe, Nateete, Ndeeba and Lubaga. According to the National Population and Housing Census of 2014, out of 384,386 people in Lubaga division, 206,033 are women and they are working in differing areas, it is because of this diversity that the researcher will select women working in different areas; this will make the research rich since information will be got from different sources

3.4 Study population

According to the Uganda Population and Housing Census of 2014, Lubaga division has 206,033 females, mothers in the formal sector were considered, mothers working with NGOs, banks, hospitals and schools. By dealing with different mothers, the research was rich, balanced, fair, detailed and more informative. This being both a qualitative and quantitative study which emphasizes more on people's experiences, it is acknowledged that people tend to give different meanings to the phenomena (Creswell 2003). Women in different working areas face different challenges hence making the study 'rich' and less biased. "Experiential research usually does not seek simplicity or the best explanation but a collection of interpretations" (Stake 2010, p.63). It is from these collections that the researcher will attach and create meaning from the findings collected.

3.5 Sampling Procedures

Sampling is the process of selecting a sub-set, of people or social phenomena to be studied, from the larger 'universe' to which they belong, which process in the case of probability or representative samples is based on the statistics of probability theory but can be reduced to a simple look-up table to decide how big a sample is needed. (Payne, 2004: 200). The researcher used different sampling methods and considered a reasonable sample size during research. Samples were chosen carefully to enable represent the whole....” the logic of using a sample of subjects is to make inferences about some larger population from a smaller one as the sample...” (Berg, 2000: 30).

Sampling was used in practice for a variety of reasons such as saving time and money. A sample study is usually less expensive than a census study and produces results at a relatively faster speed. May enable more accurate measurements for a sample study is generally conducted by trained and experienced investigators. It remains the only way when population contains infinitely many members and it usually enables to estimate the sampling errors and, thus, assists in obtaining information concerning some characteristic of the population. (Kothari, 2005: 55)

In this study, a sample of working mothers and key informants informed on the reality of what happens and the hardships encountered as both rights are enjoyed. Working mothers in the formal sector were interviewed from schools (teachers), these included both primary and secondary school teachers to have varying views. The researcher inquired first if the correspondents were mothers to avail the necessary information. From bankers, a total of 5 mothers were interviewed, the same process was applied to the civil servants and mothers working with Non-Governmental Organizations. The reason as to why different mothers were

chosen from different places was to avoid bias. Mothers working in different fields face different problems considering that the working policies in different places are different hence different views which enriched the research.

3.5.1 Sample Size

Out of 206,033 women in Lubaga, (Census 2014) division, the researcher got a sample of working women. A total of 27 working mothers were sampled; this was because this number was fairly representative and with the information collected, the researcher was able to make an informed decision with the sample size. To have a detailed and informative research, the researcher needed to choose a sample size that was not so small and not too big to avoid distorted information, bearing in mind the budget implications required to carry out research.

Sampling is the link between the study population and its generalization to the wider population. The units of analysis of a sample may be individuals, institutions and communities. (Bloor and Wood, 2006: 153).

At different organizations, the researcher introduced herself at the reception and requested for permission to meet a woman leader if any, in instances where this did not work, she directly explained to the receptionist who advised on the mothers the researcher saw. While deciding the size of sample, the researcher must determine the desired precision as also an acceptable confidence level for the estimate. The size of population variance needs to be considered as in case of larger variance usually a bigger sample is needed. The size of population must be kept in view for this also limits the sample size. The parameters of interest in a research study must be kept in view, while deciding the size of the sample (Kothani. 2004: 56).

Key informants were also used to mainly talk on behalf of children; officials from Raising Voices will be interviewed to give information in regard to the children since they closely work with children and families.

Table showing Sample distribution

Category of Women	Number of Women
Civil servants	6
Bankers	5
Medical workers	7
Key informants (Officials from Raising Voices)	4
Others	8
TOTAL	30

3.5.2 Sampling Techniques

The accidental / convenience sampling

This nonrandom technique was used in some areas where easy accessibility was availed. This was mainly applied when interviewing teachers and nurses. This technique gave a chance to interview different mothers randomly hence no bias. The researcher randomly chose female teachers that were free at the time of research; this was also be applied to the nurses.

Quota Sampling

This was used and the researcher picked the sample number over the other for instance a particular school was picked over the other because one was more organized and has more

female teachers than the other school. Some places of work had women groups with leaders and it was easy for the researcher to reach the women through their leader which simplified the process. Quota Sampling was used in schools and hospitals or clinics. In other words schools and hospitals that were more organized were considered in this research. Those that were picked on had policies in place, the setting was formal and they were also known outside their business circles.

The researcher also used cluster sampling which is a random sampling method, compared and contrasted findings and came up with a well-studied research. These clusters were got from teachers in schools, bankers, nurses, Civil servants and NGOs, all these females chosen were mothers.

If the total area of interest happens to be a big one, a convenient way in which a sample can be taken is to divide the area into a number of smaller non-overlapping areas and then to randomly select a number of these smaller areas (usually called clusters), with the ultimate sample consisting of all (or samples of) units in these small areas or clusters. Thus in cluster sampling the total population is divided into a number of relatively small subdivisions which are themselves clusters of still smaller units and then some of these clusters are randomly selected for inclusion in the overall sample (Kothani, 2004: 65).

3.6 Data Collection Methods and Instruments

The research involved primary and secondary data collection methods including questionnaires, in-depth interviews, Key informants and observations. With the use of these, the key informants included officials from Raising Voices who talked diligently and generally on behalf of the

children. From them we got to know how the children's right to care is being affected by the mothers' right to work.

3.6.1 Interviews

Semi structured, physical interview questions were used to help the researcher get detailed information. Since this was a face to face, there was a provision to leave room for probing and asking detailed questions hence a rich research. "...interviews are used for a number of purposes. For a qualitative researcher, perhaps the main purposes are to obtain unique information or interpretation held by the person interviewed, collecting a numerical aggregation of information from many persons and to find out about something that the researchers were unable to observe themselves...". (Stake, 2010: 95).

The researcher created rapport with the interviewees to avoid tension hence enabling them to talk freely and frankly about issues hence obtaining the required information. It also helped reduce unequal power relations between the interviewers and the interviewee.

The interviews helped the researcher to get detailed information and to study other factors like the body language, resentment, joy and other feeling. The interviewees were allowed to express themselves efficiently; this is expected to yield positive results since the research will focus on literate mothers employed in formal sectors.

Interviewer must know that ability to listen with understanding, respect and curiosity is the gateway to communication, and hence must act accordingly during the interview. For all this, the interviewer must be intelligent and must be a man with self-restraint and self discipline, to the extent possible there should be a free-flowing interview and the questions must be well phrased

in order to have full cooperation of the interviewee. But the interviewer must control the course of the interview in accordance with the objective of the study (Konthani, 2004: 121).

The researcher used interviews with the key informants and some mothers were available which enabled her get detailed information and this helped capture the attitudes and tones that could probably not be got with other research methods hence making the research rich.

3.6.2 Questionnaires

Questionnaires were used to enable the researcher collect much information from those mothers considering their busy schedule both at office and home, they filled them at their convenience. They were self-administered hence free from the bias of the interviewer; answers were directly given in the respondents' own words, respondents had adequate time to give well thought out answers and respondents who were not easily approachable, were also reached conveniently. The questionnaires were carefully constructed and in this case unstructured questionnaires were also used to probe for attitudes and reasons for certain actions or feelings. (Kothari, 2004: 96). There were different forms of questionnaires, those that were general to be used to collect information from different mothers and the others specifically designed for the key informants who are officials working with different organizations dealing with children. In this method a questionnaire is sent (usually by post) to the persons concerned with a request to answer the questions and return the questionnaire. A questionnaire consists of a number of questions printed or typed in a definite order on a form or set of forms. The questionnaire is mailed to respondents who are expected to read and understand the questions and write down the reply in the space meant for the purpose in the questionnaire itself. The respondents have to answer the questions on their own. The method of collecting data by mailing the questionnaires to respondents is most

extensively employed in various economic and business surveys. The merits claimed on behalf of this method are; respondents have adequate time to give well thought out answers free from bias of the interviewer, large samples can be made use of (Kothani; 2004).

Considering that the research dealt with working mothers, chances were high that these mothers would be busy both at work and at home, with the questionnaires they would be able to fill when they get a break both at work or at home, this would avoid undivided attention from some mothers.

3.6.3 Observation

The observation method is the most commonly used method especially in studies relating to behavioral sciences. The method had an observation guide to enable capture all the desired information. In a way we all observe things around us, but this sort of observation is not scientific observation. The main advantage of this method is that subjective bias is eliminated, if observation is done accurately. Secondly, the information obtained under this method relates to what is currently happening; it is not complicated by either the past behavior or future intentions or attitudes. Thirdly, this method is independent of respondents' willingness to respond and as such is relatively less demanding of active cooperation on the part of respondents as happens to be the case in the interview or the questionnaire method. This method is particularly suitable in studies which deal with subjects (i.e., respondents) who are not capable of giving verbal reports of their feelings for one reason or the other. (Kothari, 2004: 92).

3.7 Quality Control Methods

Peer reviewing was done and hence advising the researcher if the questions were valid. This was done to avoid wastage of time and to help capture information that was relevant to the study.

All the above helped in ensuring the accuracy of the information obtained. When using the observation method, the researcher should keep in mind things like: What should be observed? How the observations should be recorded? Or how the accuracy of observation can be ensured? (Kothari, 2004: 92).

For efficiency and quality control, the researcher involved 2 research assistants. These were helpful in analyzing the body language, tone of words and direct the research. The assistants were briefed about the research topic and what the research was about to enable them know which kind of information to collect, other than that they were also be briefed on the presentation skills to avoid bias from the participants.

3.8 Data Management and processing

Data was collected; research assistants submitted the findings to the lead researcher to keep it and analyze it. This was urgently done to enable research assistants respond to any questions that might arise from the lead researcher when the mind s are still fresh.

3.9 Data Analysis

The researcher used field notes taken during observations and interviews to come up with a write up. A phone recorder helped in accurately analyzing the data since there was a chance to replay

the interviews from start to end. Direct quotations and Coding will be used for example thematic coding to ensure that all the data is catered for. This will also help the researcher know the frequency of particular opinions. (Cohen 2007: 461).

After the data have been collected, the researcher turns to the task of analyzing them. The analysis of data requires a number of closely related operations such as establishment of categories, the application of these categories to raw data through coding, tabulation and then drawing statistical inferences. The unwieldy data should necessarily be condensed into a few manageable groups and tables for further analysis. Thus, researcher should classify the raw data into some purposeful and usable categories. Coding operation is usually done at this stage through which the categories of data are transformed into symbols that may be tabulated and counted. Editing is the procedure that improves the quality of the data for coding. With coding the stage is ready for tabulation. Tabulation is a part of the technical procedure wherein the classified data are put in the form of tables. The mechanical devices can be made use of at this juncture. A great deal of data, especially in large inquiries, is tabulated by computers. Computers not only save time but also make it possible to study large number of variables affecting a problem simultaneously (Kothari; 2002: 18).

3.10 Ethical Considerations

Ethics are guidelines or sets of principles for good professional practice, which serve to advise and steer researchers as they conduct their work. The researcher used methods that are ethically justifiable; codes of good practice defined the rights and responsibilities of the researcher. Professional ethics relate to the willingness of a profession to self-regulate the actions of its

members so as to protect the interests of the public. The researcher bore in mind the fact that carrying out research might entail ethical dilemmas for example if faced with competing values and a choice between different methodological strategies, where none of those strategies can realize all those values in practice. Indeed, in research involving human subjects, there can often be conflicts between various parties: the subject, the researcher and the researcher's discipline. (Berg, 2001: 64). The researcher also considered the professional integrity, professional boundaries and the need to disseminate research results and protecting research misuse. The principle of protection of participants' identities was respected. In instances where the researcher might need to use the interviewee identity, permission was sought first.

Honesty is a basic tenet of ethically sound research so any type of deception and use of covert methods should be ruled out. Although you might argue that certain information of benefit to society can only be gained by these methods due to obstruction by people or organizations that are not willing to risk being scrutinized, how can you be sure of the benign consequences of the actions? The risks involved make the use of deception and covert methods extremely questionable and in some cases even dangerous (Walliman, 2011: 49).

3.11 Limitations of the study.

Inaccessibility in some areas where the researcher was required to be patient. This happened in places like banks, schools and hospitals.

The weather conditions were not favorable; it was too hot but kept moving to obtain results.

Some respondents were not cooperative or easily accessible during the research process, some people don't appreciate the need for research for different reasons.

CHAPTER FOUR: PRESENTATION ANALYSIS AND DISCUSSION OF FINDINGS

4.1 Introduction

This chapter presents the research findings and goes in detail to analyze them in line with the objectives. Sub headings were also used to help the flow and enable the reader keep on track of what is being presented. As discussed in the methodology, a total of thirty respondents were considered in this research which used both qualitative and quantitative research methods, these methods enabled the researcher get detailed information. Data was presented according to the research objectives which were,

- To examine the tension between the mothers' right to work and the children's right to care looking at what professionals from children organizations in Uganda have to say in regard to the children's right to care and the challenges mothers face as they juggle both rights.
- To find out how mothers are handling both roles, working and taking care of their children.
- To determine the effects of the mothers' right to work on children's right to care.

4.2.1 Social demographic characteristics of key respondents

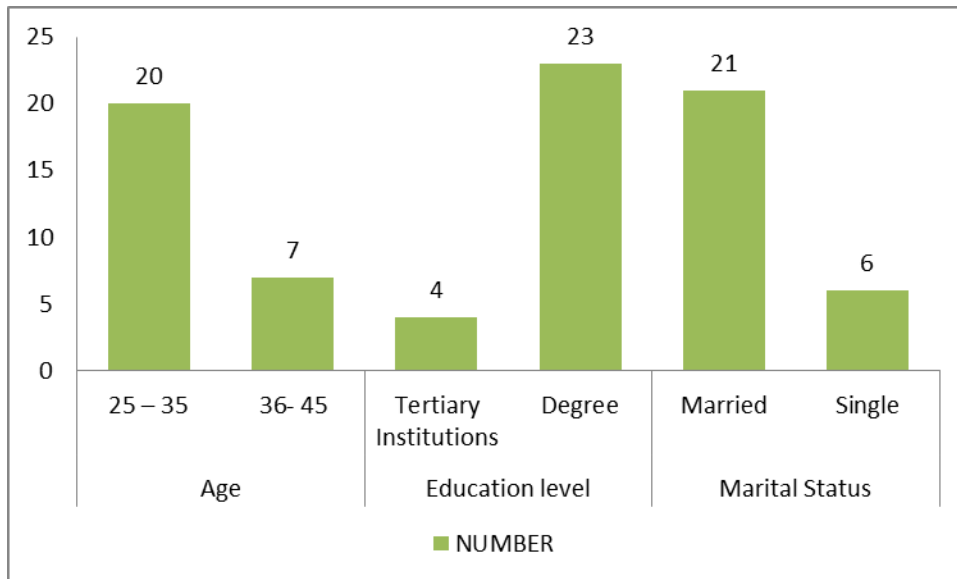
These were officials from Raising Voices an organization that handles the rights of both children and women but our interviews mainly focused on children rights, they spoke for the children who could not participate directly in this research. They shared in detail their understanding of the children's right to care which is a challenge when the mothers who are directly involved in looking after their children also have a right to work. This dynamic causes tension since both rights require a lot.

4.2.2. Socio Demographic characteristics of mothers.

The table and the graph below show the demographic characteristics of mothers which were highly considered in this research including age, educational level and the marital status.

FEATURES	RANGE/ LEVEL	NUMBER
Age	25 – 35	20
	36- 45	7
Education level	Tertiary Institutions	4
	Degree	23
Marital Status	Married	21
	Single	6

GRAPH REPRESENTING THE ABOVE.



a). Age

Most of the mothers interviewed were between 25 and 35 years of age, this is because the research was looking at children between 0 – 5 years of age. Most of these mothers had children in that range.

b). Education level

Out of the 27 mothers interviewed, 23 were degree holders while 4 of them had tertiary certificates.

c). Marital Status

21 mothers were married and staying with their husbands while 6 of them were single and mainly taking care of their children without the help of men.

Mothers were selected from the formal employment sector some with children between 0 – 5 years of age which aspect enabled them understand the dynamics faced. Some of these mothers were married while others were single. They explained the challenges they go through, how they

juggle work and caring for their children. The right to care was looked at not only as a way of providing basic needs to their children but also to have a close relationship, love and intimately be involved in their children's lives. Working mothers from corporate organizations where some were directly interviewed while others preferred to fill questionnaires considering their busy schedule to avoid divided attention. As the researcher asked for permission at the KCCA offices in of Lubaga Division, one of the respondents said, "if you want to get undivided attention from us, give us questionnaires because these can be filled at our convenience, either at home or when we get a break, majority of us have no time to sit and answer these questions, imagine what would happen if we allowed to be interviewed by all the students who come in doing their research?" (19th May 2016)

The researcher found this helpful because she was able to obtain a lot of information in the questionnaires although different people finished at different times and days, the researcher persevered and picked them at completion as told, the situation would probably be different considering their busy schedule

The tension between the mothers' right to work and the children's right to care.

4. 2.3 The need to understand both rights

Key informants were from Raising Voices an organization responsible for the wellbeing of children and promoting women's rights, giving their views on children's rights tremendously helped to have a balanced research. The researcher mainly selected questions bearing in mind the age bracket she was looking at, which was five years of age and below. Children in this age bracket were described as delicate; physically, mentally and cognitively requiring ample time and extra attention from the care takers and mothers to be particular which is however not the

case in most cases. These are very crucial years in the development because babies are born with blank and open brains and what they get in the first years has a percentage on the persons they become in the future. Mothers need to work and it is common knowledge that when a mother earns, children are likely to benefit more, however, mothers face a challenge of not knowing how to prioritize. Working mothers tend to put more time to work than directly taking care for their children; this is mainly because of the employer's terms and the mothers themselves who fail to prioritize. Some mothers are not aware of their working rights hence the employers taking advantage of their ignorance. Others don't embrace mother hood fully for example there are stories of mothers who do not want to breast their children for a number reasons, that said, there are those who want to but because of the nature of their work, they don't do it promptly. Mothers were advised to breastfeed their children as long as the milk has not dried up, this would help their babies tremendously. If during day they are at work, they should utilize time at night to breast feed their babies. It might not be the best timing for them to breast feed but it is better than no breast milk at all.

“It is common practice by parents to consider children last and this is common during weekends and public holidays where they use the time to attend family meetings, catch up with old friends, or balancing their side businesses. All this is important but they need to give priority to their children considering that childhood comes at once, when they miss out on being available in their children's lives, they can't have a second chance”. Interview 07/07/2016 with a key informant

He advised that parents should use public holidays and weekends to bond and assess the physical and mental development of their children. The same applies to parents who take their toddlers in

boarding schools, they should use time allocated for visitations to check their hygiene, physical development, check their teeth, engage the care takers instead of piling them with eats and drinks which are temporary.

Posse and Julian (2001) assert that no sooner born, the baby begins to perceive the world as a place where there are human beings, in addition to seeing other humans as a source of physical satisfaction; they are also a source of emotional and affective satisfaction because they meet the baby's needs for love and acceptance. Prevention must concentrate on educating parents to these dangers and helping them understand that their children, from birth, need affection and love as much as they need food. It is also important to avoid above all else a prolonged separation of mother and child, especially during the first two or three years of life. Once the child reaches one year of age, his sociability develops.

Women and children are faced with political, economic and educational problems. They face severe social, economic and political discrimination. Children do not enjoy their childhood and their little shoulders carry the burden of adulthood in their tender years. Their little hands work in the field in scorching heat to earn for their families or look after their siblings when other children of their age play. Children are innocent, trusting and full of hope. Their childhood should be happy and loving. Their lives should mature gradually, as they gain new experiences. But for many children, the reality of childhood is altogether different. Children are citizens in their own right, entitled to the full spectrum of human rights. They will only attain these rights guaranteed to them if each person believes in making this dream come true as parents, neighbors, consumers, employees, businesspeople, teachers, politicians, journalists, professionals, bureaucrats, activists and most importantly as citizens.

According to a correspondent from Raising Voices, when the mother is working, definitely the child is not fully enjoying its right to care, there is a missing link, the parental love and attention to the child is missing. It is common practice for children between 0 and 5 years to be left in the care of helpers (Commonly called maids), relatives, neighbours or in day care centers. Each of these has its advantages and disadvantages, children taken to day care centers are expensive to maintain and it's tiring to them since they have to be dropped off very early in the morning when the parents are leaving for work to avoid the heavy traffic, the children's morning sleep is interrupted yet it is a requirement in their development. Babies in care centers often have cough this being an air born disease and they are usually many babies, adding to that, a good day care center requires a lot of money, when compared to how much some couples are earning it becomes expensive to maintain. These centers will charge in regard to the hours they stay with the child and because in Uganda there are rare cases of mothers working half day, they usually pay for a full day. The helpers or maids are not hard to maintain but most of them don't own the task, most of these girls do not enjoy their job of looking after the home and taking care of the children, this leads to constant health issues with the children and in certain cases violence which may come as a result of over whelmed work to do. Mothers need to minimize the maids work as much as possible to enable them have ample time for these toddlers, children should be priority and house work follows. Also the relationship of mothers and the maids has to be checked, if one is rude to the maid, she will shift the anger to the toddler who will not be able to explain to the parents what really happened. Mothers of these toddlers are advised to ignore some small offences that these girls make for the safety of their babies. (Interview on 20th May 2016).

When a mother understands the essence of both rights, she will try to create a balance to ensure enjoyment on both sides. They really try to provide a fairly comfortable ground even when absent, but with understanding, they will be able to prioritize and know the limit when it comes to work.

4.2.4 Close connection between mothers and children

It is observed that the lives of women and children are tightly knit, as are their rights. A mother cannot enjoy herself when her child is not happy. Women and children have both been subjected to discrimination, so they share that experience. But it is also true that women's health, social and economic status even before a child is born is directly related to a child's prospects for survival and development. Historically, women have been the primary caregivers of children, and resources put in their hands are more likely to be used to benefit children than those given to men. Discrimination against women is thus detrimental not only to women themselves, but also to the next generation. Protecting women's rights is important in itself but it also tends to reap benefits for their children. Conversely, protecting the rights of children particularly girls is the first step in promoting gender equality for women. The stereotyping of gender roles and gender-based discrimination begins in childhood. Efforts to support gender equality must start there and address the roles of girls and boys, men and women, in the household. Advocating for women's rights has been essential to advancing the situation of women worldwide. The same holds true for the promotion of children's rights and improvements in their ability to survive and thrive. Melo (2010) wrote that if the rights of women and children are considered together, they *can* reinforce each other and make mutually supportive demands in society. Article 18 of the CRC recognizes the common responsibilities of both parents for the upbringing and development of

the child. Policy formulation must support a family environment that enables shared parental responsibility for children and the reversal of gender stereotypes which segregate and subordinate women in the family and public life. Similarly, Article 16 (d) of the CEDAW asserts “the same rights and responsibilities as parents ...in matters relating to their children; in all cases the interest of the children shall be paramount.” CEDAW’s Article 5 too clearly states that the best interest of the child is the primary consideration in all instances and the General Recommendations of the Committee address the need to modify cultural patterns of conduct of men and women such as female circumcision and child marriage. Article 16 of the CEDAW requires States Parties to eliminate discrimination against women in the context of marriage and family relations and requires States to provide a minimum age for marriage and to give no legal effect to child marriages. Moreover, Article 5 addresses the need for the common responsibility of men and women in the upbringing and development of their children.

According to Mr. Mukuwa projects coordinator of Raising voices, mothers and children usually have a strong connection. Other than biologically carrying them for nine months, mothers are always friendly and listen to the needs of their children. If children would amply stand and speak for their right, we would see a situation where they would request their mothers to stay home and take care of them. This is confirmed when mothers are leaving homes to go for work were toddlers cry almost daily. This actually shows the conflicting rights, a mother will want to stay and provide the love, care but at the same time needs to exercise the privileges involved with working mothers. This research will enable different people understand that it is a collective responsibility to enable enjoyment of both rights.

4.3.5 Challenge of where to leave toddlers as mothers go to work

Other than leaving the children under the care of maids, some mothers have explored the advantage of day care centers. These in a way have solved the problem but also have disadvantages as the researcher goes ahead to explain.

At the Day care centers, teachers try to be friendly and respond readily to children's ideas and feelings, provide closeness, and establish ties of trust. Warm, sensitive, and responsive interactions help children develop a secure, positive sense of self and encourage them to respect and cooperate with others. For example, they offer affection and spend time answering and expanding on children's questions. Some staff integrate individual children's interests, friendships, temperament, food preferences, napping habits into all activities. Many working parents in Uganda especially the urban areas are utilizing day care centers to enable them enjoy their right to work. One mother of a 2 year old baby takes her son to a nearby day care center, it's not the best that she would want her son to attend but she has no alternative, it is either that or she stays at home to take care of her son. That said, it should be noted that in reality working mothers don't have time to constantly engage with the teachers, they usually drop off kids and pick them from school. Teacher relationship is crucial, they need to create time and have a strong relationship to enable them follow up their children's growth and development, they should not be too busy to follow up on their toddlers. This research will help to open up so that mothers on top of their busy schedules, they get time to follow up their children at the centers, they should not be too busy.

4.4 Mothers handling both roles, corporate work and taking care of the children

In this sub section, the finding analyzed are from mothers working in different sectors, looking at them shows how in their different places of work each handles the job requirements and taking care of their children. From time memorial, mothers have had a primary responsibility of taking care of their homes and their children. On the other hand however, fathers were the core bread winners in homes which aspect has tremendously changed considering the evolution of so many rights the women's right to work and the children's right to care being among them. When the researcher introduced her research topic to the working mothers that she interviewed, many of them gave a sheepish smile, which indicated that they knew the conflict of these two rights and the challenges involved.

“If only their father would fully look after us, (me and the children), I would have loved to look after my children because I'm sick of maids. Sometimes I get tempted to resign from my place of work but when I think of the hardships I keep around”.

Interview with a respondent on 16/5/2016.

Different cultures and societies look at the mothers right to work differently, scholars, Alesina and Nunn (2011) talk about some cultures were women actively participate in employment outside of the home, while in others there is a clear specialization of tasks along gender lines. Women tend to remain within the home and do not participate in activities outside of the domestic sphere. Many determinants of these differences have been well-studied, including per capita income and the specialization of the economy in female-friendly industries. However, even controlling for these determinants there remain important time-invariant differences in gender roles. This research however is showing extensively both rights, children's right to care

and the mothers' right to work showing that what is required is harmony and different stakeholders playing their part that is the fathers, employers and care takers in homes.

According to John Hoffman, Changing roles of fathers, not so long ago, a father's job was to bring home a pay cheque, cut the grass, fix things and tell the kids when they were misbehaving. There was a fairly strict dividing line between the roles of mothers and fathers. Now it's different. Families have changed in the past 25 years and male and female parenting roles are not as clear as they once were. Although the gap has narrowed, mothers still spend more time with children and working on domestic tasks than fathers do. The idea that the average father spends only 20 minutes a day with his children has been exposed as a myth. Fathers are now involved in most aspects of child care, and on any given day, you can see fathers doing lots of things that once were considered the work of a mother changing diapers, taking children to school and day care and even looking after children while their partner is at work. At the same time, more mothers are spending more time in the traditionally male domain of work outside the home. While the roles of both fathers and mothers have changed, the two genders have experienced those changes in different ways. For mothers, the changes came about as a result of women wanting or needing to be more involved in the outside world of work and careers. For men, the changes came about partly as a result of what women were doing. With mothers spending more time away from home, they had less time for at-home work including child care. This is however not happening in all societies, from the research findings, most fathers are not hands on, which aspect affects the enjoyment of rights by women. Although this is stated, most fathers are not helping out, most mothers interviewed were lamenting on how they

wished men were more involved which aspect would help them enjoy their right to work and their children's right to care.

4.4.1 Mothers minding the children

Working mothers in Uganda tend to miss out on those early developments of their children, most organizations give a maternity leave of three months at most and they are not certain that the caregivers pass on the correct information to their babies, she might not have the time to play and sing for the baby yet it is natural and motherly to sing for her biological baby in the process of bathing him or her, dressing her or breast feeding which is important in the development.

A respondent from KCCA Lubaga division headquarters said that she reports for work at 8:00am and reaches home at 5: 20pm. This is however possible because her home is not so far from her place of work so she is not affected by the traffic jam. While at work, she leaves her son in the hands of the helper with whom she has come to fully trust although she has had challenges with previous helpers that she at one time thought of resigning from her work to be a full time mother. It is from this that we note that some fathers are not fully giving a helping hand in the proper bringing up of their children. It would be better if for example a man would in some instances leave work early when possible to attend to the children but many men do not agree to this. Many men look at providing for their families as the only responsibility they have towards their family forgetting the intimacy and bonding with their children especially in those early years of the child.

On the other hand however, the mothers interviewed understood the aspect of love towards their children which to them meant providing food, clothing, medical care, and others basic needs. Many did not bring out the aspect of bonding and creating that mother to child intimacy which is

required especially at the tender age. They are however trying to show love and create a strong bond with their children in a number of ways.

“I spend time with my toddler whenever time allows, read books, sing for him, play with him and he helps out when I’m baking cakes since this is my small time business. I give him his side dish to enable him bake with me, paying and the same time strengthening my relationship with him”, Interview with a mother from Lubaga division on 16/5/2016.

“In the start it is so painful to leave your baby with the maid who in most cases are green about babies but with time you learn to trust them because there is no option. Intimate love and care is very crucial but also children need food, clothing, education and other basic needs”. A mother laments. This mother who is a banker at the same time mentioned that it is not easy at all, although she tries to spend every little opportunity she gets with the children. As a mother, there are certain things or aspects of life that no one will ever teach your children, considering the hypocrisy and the society at large, she said that she tries to prioritize although most of the time, she notices that most of her time is consumed by work but recognizes the fact that for women to be respected and live a happy life as men, they need to work because it is the way to go. She said that if a woman or a mother refuses to work it is a disservice to her parents who took her to school and to her children in the long run, the world requires multi tasking and team work to attain results.

This aspect of mothers leaving their children with maids was really a great concern to mothers, when a question of trust for these maids came up, majority of them kept quiet for a few seconds and later looked at me with disbelief, and some of them got the courage to ask if I’m a mother myself. In line with trusting maids, one mother, sighed and asked in a resigned tone.

How can you ask if I trust maids? Of course I don't and I will never for they pretend a lot. You reach a point where you don't trust anything she says but because of the challenges, you push on and leave it to God. If I had an option, I would do otherwise but for now, I still persist. (Interview with a mother who is a nurse held on 25th/ 05/2016)

Although pointed above are common ways of enabling mothers to enjoy their right to work, civil service and other government entities have a role to play, they should for example encourage employers to have baby nurseries to enable breast feeding mothers have a minute to breast feed their babies during work breaks, this is done in the Ugandan parliament. A mother works better if she knows that her baby is happy and peaceful. A respondent from Raising Voices mentioned that unlike before, these days men are not responsible which aspect is affecting the young children and the family at large because mothers have to work to look after the families but also in families where men are providing, there are always economic hardships and easier if economic responsibilities are shared equally. They consider the primary necessities like food, medical, shelter and others hence looking at playing, breastfeeding exclusively and closely micro caring for their children as secondary rights yet all children rights are important. Article 11 of the Convention on the Elimination of All Forms of Discrimination reads that States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular, the right to work as an inalienable right of all human beings; the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment, the right to free choice of profession and employment, the right to promotion, job

security and all benefits and conditions of service and the right to receive vocational training and retraining, including Apprenticeships, advanced vocational training and recurrent training, the right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work, the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction. This research is however calling upon government and NGOs to implement and put the laws to use.

The nature of some men in Uganda who are not supportive towards the mothers enjoying their right to work, instead they fail them by not helping out with the children yet the to do list in a home is quite long. In this incident of proving who the man is in a home does not only affect the mother but the children as well. The fathers should help out the mothers in the caring of the children, they should not only provide basic needs but instead show love and give time to their toddlers especially when the mothers are not around, both parents should choose jobs considering how they can best share the responsibility of caring for their children. It is however important that the mother strikes a balance although working, find out from the house help what the child's day was. Mothers should not ignore this to the maids to avoid the gap between them.

Employers however need to consider mothers because this is a general issue considering that also employers are parents either fathers or mothers, facilities to enable their babies stay near the places of work so that they can have a minute or two with their babies during lunch break, this will in the long run help the mothers put more energy and effective time in their work because they are not worried about their babies and also be flexible to enable breast feeding mothers could leave office a little early to have more time with their babies. To the care givers at home,

they should play the role of the mothers to those babies and the mothers should take off time to train them. They should treat the care takers so well because if they are harsh to them they cannot play the role of the mother. Train them to feel like the mothers of these babies because in actual sense they spend more active time with the babies.

4.5. Policies at places of work, to enable mothers enjoy the right to work and caring for their children.

Different organizations have different policies, medical workers at Lubaga hospital work eight hours per day, get two days off per week, two months of maternity leave after delivery on top of the annual leave per year. One interview mentioned that although they appreciate the days given to enable them take care of their children, it is still a challenge, as a mother, she notices that most of the time goes to her work than taking care of her children. *“It is painful but nothing to do that is the world, you either keep complaining or tighten your belt and move on* (Interview on 14 May, 2016)

For employers, the mother might call to inform them her absence because her child is sick or her care taker left. This is challenging for some employers to understand. Matters even get worse if the nursing mother has to frequent the field as her job description dictates. Employers are yet to look kindly at working mothers especially those that request unplanned absence to take care their children. In extreme cases, some mothers have given up fulltime employment to take care of their children. The current efforts of providing maternity leave, as an entitlement for pregnant employees and their spouses with paternity leave is not enough. The end of maternity paternity leave is only a beginning. The issue comes after the end of leave, when for example; you get

home in the evening to find your child sick with no advance warning from the caregiver. (commonly called maid). Children of working parents are likely to seek care late because the mother is not always present to assess symptoms as they evolve and therefore could seek care on average two days later, and for a child this is significant time (Flair, New Vision; 2016: 52).

Centenary bank gives maternity leave of three months after delivery, annual leave and time off when ones child is sick, this however requires too much evidence yet there are abrupt cases where a mother needs to attend to her child. There should be a high level of trust between the employers and the workers; this however also requires the employees to exhibit a high level of discipline if they are to win the employer's trust. In regard to this, one mother who happens to be a supervisor noted that employees abuse the policies put in place to better their lives as mothers. Sometimes they are not honest, they will ask for a sick leave or request for time to look after their sick child yet in actual sense they have parties to attend which as management we get to know some of these incidents. Men and women are increasingly pressed for time and, as a result, struggle to meet their work and family responsibilities. Dads' desires to be active caregivers and to share parenting with their partners has likely contributed to the unprecedented level of reported conflict between work and family among men. In 2008, 60 percent of fathers in dual-earner couples reported work/family conflict up from 35 percent in 1977 (a 71 percent increase in just one generation). This proportion surpassed the number of mothers in dual-earner couples reporting work/family conflict. Workers struggling to balance their work and family obligations are increasingly choosing to work for employers that offer flexibility, and workers, in some cases, are leaving jobs that don't offer the flexibility or time off they need to address their family responsibilities. Overall, a third of workers have passed up a job because it conflicted with

family obligations, including 49 percent of working parents with kids under 18. Similarly, research finds that women are increasingly choosing career paths with flexibility over the year, week, and day such as dentistry, veterinary medicine, optometry, and pharmacy (Nine facts about American families and work, The Council of economic advisers: 2014).

4.6 Effect of the mother's right to work to the children's right to care.

Increasingly, both men and women report that work interferes with family not the other way around. In 2010, 46 percent of working men and women reported that their job demands interfered with their family life sometimes or often, up from 41 percent in 2002. In contrast, less than 30 percent report that their family interferes with their work life. Although it is good to enjoy our rights, the mother's right to work on a bigger side has created negative effects to children, especially those of five years and below. As mothers', we are the best custodians to our children, when left in the hands of maids, hygiene is not kept to the required standard which leads to diarrhea, vomiting and any other related diseases.

I'm lucky that my employer, Centenary bank provides medical insurance to me otherwise all the salary would be spent on medical bills. (*Interview with a mother from Centenary Bank, on 18/5/2016*).

Mothers miss out on proper bonding with their young children of five years and below, medical doctors advise that children should be breast fed exclusively for six months, this is however not possible when one has to balance work and caring for children. It is because of this improper breastfeeding that some children become malnourished with a very low immunity. During breast feeding, there is intimacy between the mother and the baby. One mother talked in a low tone, that it hurts being at work, feeling the milk in your breasts yet

you cannot reach out to the baby because of the work schedule. You know so well that you have the best food for your baby yet you cannot pass it on to him or her in the required time. There are some mothers who express the breast milk but still, it is not the same as breast feeding. Expressed milk comes with its disadvantages as it is left in the hands of maids who in most times are not hygienic, and in other instances this milk could be kept for long which can instead cause harm to the baby. As the mothers breast feed their babies, there is communication between them, the child will smile, the mother will part, caress the baby and others, it is at this time that the mothers check their babies extensively which is Although they have days off, mothers are usually exhausted by the days long duties, coupled with other home duties as mothers and at the same time wives, they fail to give their children the best care required.

The children's behavior is supposed to be groomed at the early years of childhood, as the saying goes, "charity begins at home". It is however unfortunate because working mothers tend to miss out a number of things in their children's early. According to most mothers, most of them leave their children in the hands of helpers (abakozzi be wakka) who usually don't work for long.

"Kids are left in the hands of the maids that mistreat them, there is no bonding between the child and the mother, low self-esteem since parents can't tell what happens in the child's life and poor performance at school. (Interview with a mother working in a bank held in May 12 2016)

It is not easy to balance work and the children's schoolwork, children from as early as nursery are given homework which is expected to be supervised by the parents or the care takers. A number of maids used in homes are not literate so not in position to help the toddlers with their

homework which in the long run affects the child's performance at school. This early learning is very crucial to the children yet working mothers rarely participate. It should be noted that although the mothers want to help their toddlers, by the time they reach home they find the toddlers sleeping and yet in the morning some leave them still in bed or they have to rush to drop them off to school before they proceed for work. Teachers of these toddlers should understand the challenges that the toddlers face, they have to take it slow in regard to education otherwise they can hate school. In situations where the child has not done homework provided, they should encourage because some of the care takers in homes have not gone to school hence not in position to help the toddlers yet their parents get home very late. One of the parents talked with resentment that in the morning she leaves home with her son 4 year old son whose school ends at 3pm yet she is still at work, he paid for a school bus which drops him at home but it also has its challenges because these kids are kept in the bus as they drop off all the parents, coming from the other side of town, her son is among the last kids to be dropped which is so tiring considering that the boy is only 4 years of age.

Children are seen to have a low self esteem, are sad and unhappy most of the time which is associated with the cruel nature of some care takers in homes. The don'ts are so many and the children are not left to explore even in instances where this might be required for their brain development. This effect is carried on by some children who might not see fully their self worth because most of the time they were constrained. These young children are tortured by helpers, this is seen usually when they want to pass waste to which some helpers hate and the effect of this is for the children not to talk and end up easing themselves in the clothes. Among the children's rights is feeding, which in the long run leads to excretion hence proper growth.

Parents should take the initiative of potty training their toddlers and when around they should take charge when their children ease themselves. This indirectly motivates the care taker to do so when the mothers are not around. If the biological mother runs away from such activities, she should not expect care takers to do it when she is away. That is why we hear stories of keeping toddlers in diapers from the time the parents leave until evening because the care givers are trying to avoid such hardships

CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATION.

5.1 Introduction

In this chapter, the researcher looked at the recommendations which were extensively given which if followed would enable enjoyment of both rights, we noted that because both rights are important, there is a need to strike a balance. Children of stay home mothers are missing out on certain extra provisions that the working mothers are providing for their children and the same applies to the children of mothers who are working, they are missing out on the tender love and the full time one on one with the children. Care takers or maids should also love these children since they spend too much time with them compared to their biological mothers.

5.2 Summary of Findings

In brief, the findings from mothers' shows that all working mothers feel a heavy load of leaving their toddlers to some in the hands of the helpers and others taking them to day cares at a tender because of lack of option. The economic situation does not allow them to do otherwise and the need for independency. Our parents take us to school so as to be self-reliant; you cannot fully depend on your husband's income for all the needs during these days. By staying home you are not only punishing yourself but your children as well. Children have a right to food, medication, clothing, education, housing, and care among others. Some men are not doing their role of providing for their families, this leaves mothers in the position of providing for their families. The Ugandan government has put policies in place to ensure that both rights are enjoyed but implementation is still a challenge. Presently women or girls are enjoying education, hence

working, “ *twava emanju, yatujja mufumbiro,*” said by one mother implying that they are no longer behind, they left the kitchen. Although this is the case, girls face a challenge when they become mothers, enjoying both rights working and taking care of their children is a problem which requires harmonizing and maximum understanding from all members of the society.

5.3 Conclusions

Considering the findings from the working corporate mothers and experts working with children and enforcing their rights, the government has a big role to help mothers balance both rights, working and taking care of their children. They cannot do much on their own but instead human rights institutions and civil society have a role to play to enable policy implementation.

Also mothers need to prioritize and know what comes before the other. When given the three months leave, they should use these exclusively to take care of their babies and breast feed them. Those care takers play a big role so they should be valued in homes and their services appreciated or they will not fully care for the children as required, the day care centers should be up to standards, not only to fetch money from mothers because they have no option but instead provide what the mothers are not able to provide, this also goes back to government.

These two rights should complement one another and people need to learn to live in harmony and enjoy both rights because we cannot choose one over the other. Mothers are better off when working and children need the care. Out of the 27 mothers interviewed in this research, only one wished that if her husband was providing all the necessities, she would love to stay at home, the rest complained of how it is hard to maintain both rights but staying home was no option.

5.3 Recommendations

There should be an arrangement to train care givers (maids) to take care of the children and the essence of love towards these children. This should be coupled with a good payment package considering the many roles they play at home including caring for children. Mothers cannot have it both that is to say paying very little money salaries to the maids expecting the best care for the children at the same time enjoying their right to work. In instances where these care givers are torturing children, they should be severely punished to avoid the same from re occurring. In addition to this, mothers should get ample information about the care givers before they bring them to work, this could help reduce the torture towards the children and to avoid theft of young children.

Husbands should be educated on their role as fathers because as mothers were interviewed, some of them revealed that the fathers are not helping that is why they have to work for long hours. Also they need to divide roles in a home and also closely care for their children. It is not only about providing the basic needs but also the tender, love and care (TLC) which is so crucial in the development of children and going by the fact that some children look up to them, so they should show immutable examples.

I advise parents of these toddlers to take them to nearby schools; it is tiring for these kids to travel long journeys in the morning and in the evening, by the time they reach school they are so tired to concentrate in class. This is one reason why children get tired of school for studying is a routine that does not require too much stressing considering that it is not something that ends in a few years. There should be a strong relationship between parents and teachers to enable provision of care to these toddlers, if the teachers are not told the child's challenges she will not

know where to help for example some children need assistance when it comes to feeding, general handling of them and in regard to health.

The government of Uganda should follow the implementation of the labor laws to prevent exploitation of workers; with this mothers will leave work early to attend to their young ones. There should also be strict laws governing day care centers to provide the best because they stay with the babies mainly in their active hours. There are many laws but not implemented which aspect works in favor of some people and against others. There should be laws to avoid exploitation of helpers/ maids in home. This will help build and strengthen the love between them and the children they are caring for.

In general, both the mothers' right to work and the children's right to care are both important rights and none can be replaced. Mothers have to learn to prioritize and they should be informed of the company policies and their right to work as mothers. The employer cannot respect these rights if the mothers are not aware of them. They should be able to take on jobs knowing that they have to also intimately care for their children because a motherly love cannot be replaced. They should be able to give it to their children when still alive.

APPENDICES

Appendix 1: Data collection tool 1

Questionnaire

When rights conflict! Examining the tensions between mothers' right to work and the children's right to care with specific reference to Lubaga division and the children referred to in this research are from 0 to 5 years of age.

Bio Data

Age

1. 20-24
2. 25-29
3. 30-34
4. 35-39
5. 40-44
6. 45-49
7. 50-54

Marital Status

1. Single
2. Married
3. Cohabiting
4. Widow/Divorce.....

Education Level

1. Primary
2. Secondary
3. Tertiary

4. University

Professions

1. Medical workers
2. Teachers
3. Bankers
4. Civil savants
5. Others: (Specify)

Objective 1;

To find out how mothers are handling both roles, working and taking care of their children.

1. What time are you expected to report for work and what time do you reach home after work?

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2. Who takes care of your children below 5 years of age when you are not at home? Do you trust them?

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3. How do you understand love towards your children?

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4. What are you doing to show love and to create a strong bond with your children?

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5. What recommendations do you give to enable mothers enjoy their right to work as the children also enjoy their right to care?

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Objective 2;

To find out if mothers are aware of the policies at their places of work that enable them enjoy their right to work.

1. What measures are put in place by your employers to enable you as a mother balance your right to work and the children's right to care?

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2. What recommendations do you give that could be established by employers to enable mothers enjoy their right to work as the children also enjoy their right to care?

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Objective 3;

To find out how the mothers' right to work has affected the care for the children.

1. What are the effects of the mothers' right to work on the children's right to care?

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2. What recommendations do you give to solve the negative effects of the mothers' right to work and the children's rights to care?

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Appendix 2: Data collection tool 2

KEY INFORMANTS INTERVIEW GUIDE.

When rights conflict! Examining the tensions between mothers' right to work and the children's right to care with specific reference to Lubaga division and the children referred to in this research are from 0 to 5 years of age

1. What's your general view towards the children's care in homes especially those of five years and below?

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1. What is your take to the aspect of mothers enjoying their right to work considering that they also have a primary role of taking care of their children?

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2. Would you say that children are fully enjoying their right to care? If no, why?

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3. What is your advice/ recommendations towards enabling children enjoy fully their right to care as the mothers enjoy their right to work.

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4. What are your recommendations to government to enable mothers enjoy the right to work and the children enjoy the right to care.

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