THE IMPACT OF CHILD UPBRINGING BY HOUSEHELPS IN ZIMMERMAN ESTATE NAIROBI COUNTY, KENYA

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This Thesis is submitted in Partial Fulfillment of the Requirements for the Award of the Degree of Masters of Theology (MTh), Counseling from St. Paul's University

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DECLARATION

This thesis is the product of my own work and is not the result of anything done in collaboration. It has not been previously presented to any other institution. I agree that this research may be available for reference and photocopying at discretion of the University.

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DEDICATION

I ascribe the success of this study to God who, through grace, made the undertaking possible. I dedicate this work to the following very important persons: My daughters Patience Nanjala Omudokolo and Faith Nafula Omudokolo and my mother Toto Yakobet Ateng'e.

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ABBREVIATIONS AND ACRONYMS

ACK	Anglican Church of Kenya
ATF	African Traditional Families
CBD	Central Business District
CCTV	Closed-Circuit Television
CID	Criminal Investigation Department
DH_2	Directional Hypothesis 2
DPS	Directorate of Postgraduate Studies
DVC-AA	Deputy Vice Chancellor, Academic Affairs
HH	Househelp
ID	Identification Card
JRF	Joseph Rowntree Foundation
KCPE	Kenya Certificate of Primary Education
KCSE	Kenya Certificate of Secondary Education
Kms	Kilometers
Ltd	Limited
LUC	Lavington United Church
NACOSTI	National Commission for Science, Technology and Innovation
NRSV	New Revised Standard Version
NT	New Testament
OT	Old Testament
Rev.	Reverend
SPU	St. Paul's University
TRM	Thika Road Mall
TV	Television

1.11 Definition of terms

Parenting –An act of bringing up a child by a parent/ caregiver

Parental responsiveness –Caregiving that is based on sensitivity to a child's feelings, needs, rhythms, and signals.

Househelp –Refers to a hired servant whose work is to manage house activities and take care of children especially when parents are away.

Upbringing –Refers to the way a child is treated and taught how to behave by their parents.

Attachment –Strong affection tie that binds a person to an intimate companion.

Attachment theory –Theory of close relationships developed by Bowlby and Ainsworth which is the strong affectionate bond a child forms with the mother or primary caregiver.

Cognitive autonomy –This refers to the establishment of an independent set of values, opinions and beliefs.

Nurture –Care and protection of the child while he/she is growing.

Optimal –This is an adjective which means best or most favorable.

Parental irresponsiveness –This refers to degree to which the parent fails to respond to child's needs.

Cognitive development –The process by which a child's level of understanding of the world grows

Psychosocial Theory –This is where there is a conflict between instincts and cultural demands that shape the child's personality.

Optimal growth –Normal healthy development

Pathological –Abnormal behavior.

Caregiver –This may be a paid servant or member of the family who carefully looks after a child; also known as carer.

ABSTRACT

This study focused on the assessment of parenting responsibility relayed to househelps by parents and effects caused on a growing child among households that reside in Zimmerman estate in Nairobi City County. Parents experience a high level of work-family crisis that makes them resort to employing househelp to stay on with the child and take care of his/her general needs. The aspect of parent-child emotional detachment formed the basis for the problem of which the research addressed by assessing the place of the househelp in child rearing to either optimal or pathological development. A qualitative research design was adopted and random sampling utilized as both qualitative and quantitative data analysis (the former was suitably utilized as the later was employed in diminutive extent) was used to evaluate the research data. The targeted population for the study included parents, househelps and House Girls Bureau staff. The tools for data collection comprised structured interview questions (which at some juncture necessitated use of voice recording device), direct observation and questionnaires through engaging participants in a flexible interaction to gain rich information. Data analysis was done using labels, and charts. The findings of the study were as follows: Firstly, parental inactive involvement in child rearing due to occupational commitments led to parental irresponsiveness and poor socialization; Secondly, the househelp's participation in child rearing became inevitably the alternative way of parenting the child to either optimal or pathological development. Thirdly, parental absence hit hard on a growing child who, along childhood stage, missed imperative parental emotional support and values. The study recommended that parents adopt a work and family balance initiative as the best way to maintain touch with the child for at least few hours during the day.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

This study focused on the fact that parents had vital roles to play in the life of a child and it is through parental involvement that aspects of attachment, cognitive development, and psychosocial development are determined. Parental engagement lapse in matter parenting served as the central point for the study with proposition that the duty of bringing up a child especially at earlier age should remain primarily parents'. The study generally highlighted parenting gaps focusing on children of about six months to around five years; an age set that is pessimistically affected by immense lack of firsthand maternal and paternal emotional touch. The place of a househelp in children cognitive and social development is critical henceforth addressing a number of essential responsibilities of parents, their rate of involvement and differences in the level of participation. Chapter one explains the background to the problem statement in regard to the context in which the study was carried out and the upheavals that were encountered. Chapter two reviews relevant literatures singling out theories that inform the study and, chapter three explains the methodology of data collection; research design, tools used to gather data, how it was analyzed and subsequently packaged. Chapters four and five sum up the entire research with data analysis, presentation of findings and summary, conclusions and recommendations.

1.2 Background to the Problem

Parenting is facing a myriad of challenges as parents always grapple to meet daily occupational demands and of course to manage day in and day out essentials. Analyzing the upward trending of the national wealth leading to changes in lifestyle, more families now hire househelps. Children being handed over to other caregivers for care during the day in the world today is said to be alarming and is becoming routine of the day as parenting task remains a dynamic phenomenon that changes within times and contexts. According to Joseph Rowntree Foundation in August, 2007, it was cited that young children's relationship with their mothers around the globe typically effected their development more than father-child relationships (Joseph Rowntree Foundation in August, 2007-www.jrf.org.uk)**.** Accordingly, parenting in the globe

today, families are grappling with matters parenting because of the change in occupational demands and economic strains that most families encounter as there are other numerous of challenges parents always grapple to fix to be able to meet daily occupational demands and of course to manage day in and day out essentials. The foundation further attests that a number of parents today as compared to twenty years ago agree to the fact that parenting has indeed changed substantially. Degrees of parental responsibility and pressure on parents on the other hand were viewed as having increased while a decrease in levels of parental control was highlighted. Consequently, as cites the RJF report, over three-quarters of parents asserted that their own work responsibilities impacted substantially on bringing up their children, while, at the same time, perceived levels of spousal/partner support were high (www.jrf.org.uk).

In Africa, as argues Ikenye, the role of the parental dyad is relational and this dyad has involvement, establishment, progression, power and identity (Ikenye, 2013: 69). Most parents and the immediate environment has impacted character greatly as values and skills that ensure that children grow up to become responsible have kept diminishing. This necessitates emergence of a proposal that advocacy actions for implementation of policies that support family should be strengthened as well as enticing governments to have in place social protection and welfare programs to compliment other interventions aimed at promoting skillful parenting (www.africa-reliefweb.com). The study on parenting in Africa in three decades ago revealed that a good number of parents across the continent ascribed the initial child upbringing role to the mother in particular (www.ibid.africa-reliefweb.com). In the Kenyan today, parenting seems to have taken a different twist whereby nursing a child is not a ‘great deal’ neither is it communal affair as many parents, especially in towns have rather opted to hire househelps to do that task. In Zimmerman estate, the area of study, presumably, parenting faces a crisis because a good number of mothers and fathers are caught up in the work-family balance dilemma leading to hiring of an alternative helper. The parenting of twenty years ago may not be same as today’s due to alternating patterns and styles of nurturing children; a responsibility determined by pressures of life. In African Traditional Families (ATF), mothers in particular stayed in the homes taking care of their infants as fathers went searching for daily bread; a kind that enhanced parental attachment between mother and child hence strong cultural transmission and impartation of values. whereas the parental responsibility today is negotiating a turn, the

primary role of bringing up a child is being relayed over to household employees, especially young women, upon whom little child has no option but to glue on and have attachment.

A blogger, Patience Nyange argued to the fact that Kenyan parenting is really in severe crisis as many parents are yet to come to the realization that they are supposed to take up the role of raising the kids. In her blog *'my perspectives in life, my worldview, my reflections'* she poignantly alluded to the fact that parents were deliberately neglecting their children in pursuit of other personal comforts. She put forth Swahili saying, *"Kuzaa sio kazi, kazi ni kumlea mwana"* loosely translated; "Giving birth is not a task; the task is in the raising of the kid." The blogger's input connoted to the fact that child upbringing should be taken imperatively by parents in particular.

1.3 Statement of the Problem

The underlying problem of the study is focused on town residing parents who depend on househelps in nurturing their children. This scenario, at some extent, has led to parental irresponsiveness. Emotional attachment versus emotional detachment forms the parenting paradox making basis of the study that focuses on both the former which is inevitable to a growing infant whereas the later causes psychological harm. This notwithstanding, the place of the parent to a child who is grappling with world unfolding realities helps him/her curb emerging uncertainties that may negatively impact his/her perception of the world. However, due to current life demands in the towns, both parents have no other option but to work on day full-time basis so to gain financial steadiness. The day time bread-winner mother and the daytime bread-winner father have to give little parent-to-child emotional attachment, security and warm environment as a number of them return from work in the evening only to find children already asleep. By free association with the househelp, a child becomes purely dependent on her and any teaching offered may be inevitably taken up by her/him. The cultural disconnection between the child and the parent is evident yet many parents do not approach parenting with the same focal point the way they would for their job. They may act on their gut reactions or just use the same parenting techniques their own parents used, whether or not these were effective parenting skills. According to the earlier on parenting, it was reported that over 50% of all employees coincide that job demands interfere with their personal responsibilities, while 43% of employees say that their family responsibilities interfere with their work

performance. While managing a career and family leaves some parents feeling guilty and frazzled, others seem to be able to effortlessly balance parenthood with full-time work (Greenhaus, J.H., 2017). Another research conducted on attachment, as elucidates Woolfe and Strawbridge argue there was an impressive evidence that showed that just how early infants became responsive to their social world was due to social interaction between them and caregivers (Woolfe, 2010:178). Based on current findings as compared to the past unmeasured observations, it appears that a child bonds with the househelp more strongly than with the mother, and at the exit of one due to personal reasons, the child is left without this emotional support. At the arrival of another househelp, the child has to establish a new bonding with 'a stranger', which may again be terminated during yet another unexpected exit; the trend continues to bite a disturbed growing innocent child in the hands of people who have grown in different cultures, subjective worldviews and with diverse personalities and emotions. For that reason, the statement of this study is posed with the following question: What is the level of involving househelps in child rearing and how does this affect the levels of mother to child attachment?

1.4 Purpose of the Study

This study examined upheavals to optimal functioning levels of mother–child attachment against the description of 'deliberate negligence' of children by parents especially during the day. The focal point in this scenario is the child and the motivation for research was to critically assess the role of the househelp in child upbringing and the problem that was studied emanated from the parent who seemed to have handed over upbringing godly assignment to these house workers due to full-day mandatory work schedules. Scores of parents in Zimmerman Estate-Nairobi County preferred hiring househelp as a reprieve to their parenting obligation that surged concurrently with their employment. The hypothesis that was tested in the study was to determine the involvement of househelp in child-rearing and how it affected levels of mother–child attachment as the study primary aimed at identifying her influence in child's either optimal or pathological character formation, creating awareness on matters parenthood and the responsibility hitherto largely deferred to her by the parents. Parents in this study were very vital in making a child's early-life personality through creating a secure attachment, cognitive

growth, psychosocial friendship and affective attunement that could be continued by the househelp at times when they are out on job mandates.

1.5 Objectives of the Study

i. To assess the effects of full day-time employment of parent to her or his child's early life socialization.
ii. To establish the role of househelp in child's all-round optimal growth.
iii. To identify best practices that can help sustain mother-child-father bonding through work-family balancing.

1.6 Research Questions

i. What are the effects of full-day parent's employment to children's optimal growth?
ii. In what ways has a househelp contributed to child's all- round optimal growth?
iii. How can the parent maintain unbroken bond with her or his child in spite of being at work place all day long?

1.7 Hypothesis

This research employed Directional Hypothesis model (DH_2) because one variable was higher than the other to mean that the househelp's mandate over a child who was dependent on her was the determinant aspect on the way the child would grow during childhood and by extension adulthood life. The H_{10} model was equally important with regard that there was no significant relationship in full-day occupation of the parent to child's optimal growth. Because the child always remained dependant, he/she was a recipient on the other end of any training offered and emotional support; be it right or wrong, the child had no option but to take it up. The attachment conjecture in parenting was the foundation to optimal growth of any given child facilitated by the parent. This study for that reason supposed that the child would continue to suffer emotional detachment from the parent, miss essential primary parental discipline and may lead to moral decay and ethical distortion, notwithstanding weakened personality. If parents would strike equilibrium between times of being at work and that with the child, parenting would gain its magnificence and worth.

1.8 Significance of the Study

The choice of research on parenting in Zimmerman estate served as a sub-set representation of other parenting scenarios that may be happening in other towns across Kenya as the child in the middle of the parenting-crisis predicament suffers emotional disconnection. The benefit of the study calls on the redemptive initiatives crafted by stakeholders who are passionate in ensuring optimal functionability of the all-round healthy families. The imperative component contributed by the study to the existing body of knowledge is to enable parents residing in towns in particular to re-think their parenting responsibility and be willing to amend their busy working schedules to benefit the child emotionally for healthy family so to help a choiceless child in the hands and dictates of the househelp to be emotionally independent yet strong personality. The study identifies a house worker as very crucial person in setting up child's stable developmental blocks. Hitherto, parent and househelp are at glance as researchers have to delve their expertise in exploring matter parenting wholesomely using all ventures in a cautious and zealous manner in unveiling best practices the duo should employ in dealing with child's delicate and receptive mind and instill good characters that are consistent with society moral fabric.

1.9 Scope of the Study

The study examined matters parenting with a preview of town setup; case study of Zimmerman estate in the Roysambu Sub-County in the Nairobi County; located approximately 21 kilometers away from the country's capital Central Business District (CBD). The attention of the research was reflected towards the child of the age range of about six months to five years old; being the period in time that the child's mentality and perception of the world is so critical. The researcher's participants included categories of househelps, parents and selected Bureaus staffs mandated to link girls seeking house chore works with their respective employers. Zimmerman estate is in the suburb western part of Nairobi city and is cosmopolitan in configuration with assumption that nearly all tribes of Kenya are represented there. There are built hundreds of posh apartments signifying high monthly rates people pay in terms of rental charge and also pointing out that most of the populace comprise the middle-class salary earning citizenry, or successful business men/women and are relatively young parents who direly require househelp service.

1.10 Limitations of the Study

Due to the unique characteristics of Zimmerman estate in terms of accessibility and exposure, the information was not collected from all the targeted househelps and parents due to lack of access to some selected apartments. The challenge of meeting the cost of the research, increased cases of insecurity in the area, child trafficking fears and general suspicion of banditry were real issues during study time making the venture intricate task.

1.11 Conclusion

This chapter has highlighted presenting problems of parenting as the focus of the study. The problem statement drew attention to fundamental issues touching on parenting exposing gabs and avenues for further study. The next chapter reviews significant literature that stands important to the study just as would the backbone to the entire body balance.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

From chapter one where the study blueprint was laid, the study of relevant literature in this second chapter exposes the realities to the statement of the problem with expose on importance of child-parent relationship in influencing behavior and knowledge development. This chapter reviews empirical and theoretical literature on parenting and the role played by other caregivers, especially the househelp in child upbringing. The chapter settles on three relevant theories on child attachment, cognitive development and psychosocial development fitness with a conceptual framework. It also seeks to highlight challenges hindering mother-child-father attachment sustainability due to challenge of work. Accordingly, literature review tries to qualify a narrative that mother-child-father attachment is indeed the most vital than any other gift an infant can ever get.

2.2 Parenting Today: Kenyan Model

The parenting model in Kenya today is a fascinating phenomenon whereby from the look of things, nearly every household is tackling its own daily upheavals and indeed heap of challenges. Couples work harder towards providing daily necessities to their families so that every member in their household feels comfortable and at home. However, it is challenging because balancing of family and work times causes a crisis that force most parents settle for the services of the househelp and for to them, having one is just compulsory otherwise the mother will have to leave her job for the sake of staying on with the child. In a number of cases, the house workers are female employees whose primary delegated role is to take good care of the child and by extension manage the house while is away on an occupational schedule (Greenhaus, 2017).

According to findings presented by Work-Family Balance Initiative Organization, parents are advised to recheck on their work schedules for the sake of the child. Eight out of ten couples have employed a girl for general house work. In Kenya, female househelps are known by demeaning branded ‘sheng’ surname *‘mboch’*- slung for househelp. They are also well known

as house maids referring to female house workers. Their job is often underrated as that of illiterates, school drop-outs and desperate persons who have nothing else to do in the face of meaningful occupation. Another job stereotype associated with this kind of occupation is that it is poorly monthly salaried and is of no dignity. Some of these mentioned assumptions may seem true assertions because, according to enquiries made, househelps who get time off duty to their rural homes are not proud to reveal to people the nature of job they do out in towns (Work-Family Balance Initiative, 2015).

There are incidences where girls leave their homes for town in search for the househelp job so to earn money. According to the daily newspaper report caption of Wednesday, December 21, 2016, the author of the article on househelp revealed that some girls who have their own biological kid/kids leave them with their mother in the rural homes to towns to take care of other people's children for money. This may mean that zealousness associated to employment has become none issue; money has become an issue to worry about. In this daily, a mother was jailed for killing her three year old daughter by throwing her to the river so to secure a househelp job in Nairobi. By this kind of scenario, a question rises, how can a woman who has deserted her own child care for other people's children? (Muthoni, K, 21 Dec. pages 1-2, 2016).

2.3 Biblical Illustration of Househelp-Parenting Model

The charge to parenting can be traced to the Bible times whereby, in the Old Testament (OT), God charged Adam and Eve to go to the world and multiply and fill the earth. Exegetically, the phrase, "…go and multiply" means founding a family unit. Adam and Eve got children, Cain and Abel, and it was through this divine obligation of parenting that genealogies emerged (Gen 4:1,2). In the New Testament (NT), the Pauline's letter to Ephesians exclaims that the main purpose of parenting is to discipline children for sake of helping them grow well, not to exasperate and provoke them to anger or discouragement. Children are humbled to the love of Christ (Eph. 6:4).

Hagar according to OT Bible times was referred to as a slave girl (equivalent to today's househelp), who had been hired by Sarah, Abraham's wife to work for her in the house (Gen 16:1ff).To the extreme of this interesting story, Hagar accepted to be given out to Abraham by Sarah 'to be his mean-while wife after Sarah had evaluated herself and realized that she could

never conceive and give Abraham a child due to her old age. As was the cultural order of the time, Sarah had to allow Hagar engage in sexual intercourse with Abraham and it was through that act that Ishmael was eventually born.

According to the Jewish cultural ethnocentricity of the Biblical Sarah's time, a married woman who could not get children was shamed by her peers and was often required to give a female servant to her husband in order to produce heirs. William Tyndale argues that the children born out of that kind of arrangement were considered the children of the wife. In Exodus 2, Jochabed, Moses' mother was referred to as a *nurse* as she became a nurse of her own child Moses and through this opportunity to get in touch with own child, Jochabed inculcated rich Jewish cultural features into Moses who, though brought up in Egyptian foreign cultural surrounding, was far more influenced by his mother's cultural impartation (Tyndale, 2007).

By learning culture from his nurse throughout his infancy and late childhood, Moses became of age and realized his belonging; Egypt was not his rightful place to be. He became quite aware of his Jewish roots and decided to move out of Egypt. According to the New Revised Standard Version (NRSV) of the Bible, the book of I Samuel refers a houselp as a *nurse*. The boy who was being taken care of by the nurse was initially called Meribbaal whose name later changed to Mehibosheth (Buttrick, 1953:1065).

> He was five years old when the news about Saul and Jonathan came from Jezreel. His nurse picked him up and fled; and, in her haste to flee, it happened that he fell and became lame, His name was Mephibosheth (2Sammuel 4:4).

Rachel and Leah, Jacob's daughters both had hired househelps who assisted them in carrying out household chores. In both the OT and NT times, parenting had challenges of their own kind. For example, in the OT, Mephibosheth, Jonathan's son from his infancy to around five years, spent most of his time with the maid/ househelp and in the NT, the parenting problem was noticed when some 'fathers' seemingly provoked their children to anger (2Sam. 4:4; Eph. 6:4). The trace of this flow from the Bible olden times is deemed significant in making of the comparison of househelp job evaluation of those days to today's. The inception of the OT parenting model in this study is hereby informed by the fact that most parents in Kenya are Christians and the Bible to them is the book of spiritual guidance and that the very Bible prescribes the kind of life that all people should ascribe to.

2.4 Parental Employment Versus Child Care

To make up child's strong and healthy emotional development, an infant should establish a strong attachment to single caregiver, ordinarily the mother. Admittedly, the life in the towns, Zimmerman estate being a sub-set is expensive and the only way to mange it is by getting to a well salaried employment or business that earns one 'good money' at the end of the day. However, according to Wood and Wood, issues involving work and careers constitute an important theme of adult life. Psychologist studies on careers and jobs say disclose that the way people feel about their work situations, levels of job satisfaction, predicts not only how happy and productive one becomes on the job but how positively one feels about other aspects of life (Wood and Wood, 2014:297).

2.4.1 Possible impact of Househelp's Influence in Child's Behavior

According to close study of psychology especially of the mind, the child's mind is habitually receptive is often ready to accommodate new ideas and experiences. The developmental psychologist Jean Piaget in his analysis of cognition argued that the child is shaped by early experiences and lessons taught. The lifespan of the development of a child through life circle is solely depended on the environment and the dominant personality in his or her environment.

The househelp is like the queen of the home environment and a teacher per-excellence to the child. Behavior is transmitted; it is taught and inculcated thus her influence in the initial behavior of the child is very great. Soko Jacob argued that househelps are inevitable as far as parent's work in town (and even in the rural home) is concerned. It is essential to learn that in Nairobi City, there are many location points/offices, also better known as the House Girls Bureau, a place where nursing parents and those who require home managers go for these domestic workers. It is asserted that having a househelp is the solution for working parents as far as entire house management is concerned (Soko, 2015: 18).

In recent Kenyan times, the househelp title was 'promoted' to house manager connoting impression that this special person is charged with stewardship of the entire house. Considerably, a number of househelps do pretty commendable job. Soko continues to argue that there are, on the other hand, some househelps who do extremely shoddy work and are impatient with children they are entitled to nurture. An example is a Ugandan househelp who was caught

on the CCTV footage physically abusing a child. The video went viral on social media. Sote continues reporting that there have been incidences where cold striking househelps resort to locking children in the house and disappear as others literally disappear with children. Other househelps, having learnt financial status of their employers, go on colluding with kidnappers and have children held under custody for ransom for freedom. On side of programs aired on TVs, some of them allow little children under their care watch pornographic stuff. This kind of expose evidences that some of these house workers contribute greatly to erosion of good morals (Soko, 2015:18).

2.4.2 The Kenya House-Helps Bureau

The study would not be complete without critical examination of the 'collection points' for house girls. The Bureaus are registered agencies within estates whose lead purpose is to serve as a center for girls willing to serve as house worker. Girls in most cases visit the bureaus so be connected to prospective parents in need of a househelp. This domestic worker is expected to be good mannered, hardworking, and respectful and one who works with minimal supervision. They are more so required to possess the national Identification card (ID). On matters salary, bureaus never set one's monthly earning. The girl is left with this mandate to negotiate with. The other requirement is that househelp must give the phone number of person that can be easily reached in the case of anything pertaining work or other emergencies.

According to Eunice Mbugua, a blogger reacting on her facebook account she wrote:

> There is a notion from some statistics that these bureau helps are connected to gangs hence they will steal/abduct children or even do worse things. Then there is also a school of thought that if the season be dry and the demand for helps is down, the owners of the bureaus will recall yours through some choreographed lies from the helps themselves, eg.I am being called home and it is urgent, I wish to now enroll for a tailoring course(ti hi hi),among others. Last but not the least is the obvious lack of a background knowledge of the helps posing a security risk to the household and neighborhood within which they will be staying. Do good bureaus exist? How thorough are they? Where are they? (Eunice Mbugua Wataku 9 September 2016).

According to a database dabbed: *Find Real Me Kenya- Domestic Workers Screening and Criminal Database of 24th February 2016,* a Tanzanian lady running a domestic workers' Bureau in Nairobi was being investigated at the Huruma Police Station for conniving with househelps to steal from employers. This communication called on all victims who had fallen into such and

would like to help in the investigations to come forth and report the incidence. These bureaus seem to be operating on the permission for business yet some of them are not considerate on matters ethics and morality. Some girls leave their rural homes on a run-away only to caught in a mix up in town, not knowing exactly whom to visit. They find themselves in the Bureaus asking for a house chores job. The police clearance letters must be a cut-across requirement for anybody searching for job, regardless of its categorization.

2.5 Children Developmental Tasks/ Milestones: Parent-Househelp Role in Child Development

2.5.1 Preliminary Fundamental Information

Children grow at varied rates depending on the firsthand care given by the primary caregiver/s in given environments. The cognitive development of the technical knowledge of a child as incepted by Jean Piaget is very basic in the wholesome development of the child. Piaget goes on holding in his theory that the primary focal point of children's cognitive development was to enable them undergo series of stages of intellectual development in a particular fixed order. James McConnell pointed out that children are very good at handling basic-level categories, but have problems with dealing with super-ordinate categories. Concept development usually begins at the level of basic categories and moves outward to both superordinate and superordinate categories (McConnell, 1986:485).

It is vital to do the psychological assessment and psychometrics in the developmental evaluation because this kind of assessment unites all the domains of applied psychology as psychometrics are designed to do psychological measurement with aim of seeking to understand the psychology of the individual, whatever circumstances, whether in clinical, forensic, educational, counseling or occupational settings. The complexity of the mind makes this a difficult task to achieve It is indeed extremely good idea for parent and househelp to watch for early childhood milestones, along with the more obvious "firsts" such as walking and talking. (Coaley, 2010:2).

2.5.2 Parenting Styles Imperative in Child's Developmental Milestones

Parenting is not an easy job; it takes lots of patience to raise a child to become a person of virtue and value in the society. Househelps are hired persons whose role is to help parents in taking care of children at all times they are out on a job mandate. According to Benjamin Lahey,

parents play a key role in giving children a healthy start in life by providing them food, shelter, protection from danger and many of early learning experiences (Lahey, 2012:341).

Positive parent-child relationships provide the foundation for children's learning. With parents' sensitive, responsive, and predictable care, young children develop the skills they need to succeed in life. Such early relationships have powerful effects on children's emotional well-being (Dawson and Ashman, 2000). Meeting children's basic needs, parents are totally responsible for their children's initial behavior development. Garry Martin and Joseph Pear content that parenting is a responsibility that is shared with teachers and others as the children develop through early childhood, adolescence, and into adulthood. Notably, parents' child-rearing practices are critical for shaping their all-round competences (Garry and Pear, 2014:15).

There are four main categories of parenting according to Diana Baumrind, a developmental psychologist and these categories include:

Authoritarian parenting–This kind of parenting demands unquestionable obedience from children. Parents in this category, as notes Feldman, have strict standards and discourage their children at most times. They are rigid and punitive and set limits for their children and may adjust them when appropriate; they exert firm controls on their children, generally without explaining the reasons for the rules and without providing much needed warmth. Such parenting is not keen in giving a rationale for a rule rather parents in this category consider, 'because I said so'. This parenting style has been associated with low intellectual performance and lack of social skills, especially in boys (Maccoby, 1983).

Authoritative parenting –Wood and Wood, explain authoritative parenting as set high but realistic and reasonable standards, enforce limits, and at the same time encourage open communication and independence. These kinds of parents are willing to discuss rules and supply rationales for them. They are generally warm, nurturant, supportive, and responsive and they show respect for their children and their opinions.thi parenting is associated with higher academic performance, independence, higher self-esteem, and internalized moral standards in middle childhood and adolescence (Wood, 2014:289-290).

*Permissive parenting***–**These kind of parents, as compared with the authoritarian one, give their children relaxed or inconsistent direction and, although warm, require little of them. Permissive

parents allow children to make their own decisions and control their own behavior. They are warm and supportive. Wood writes that permissive parents allow children to do as they please because they are not interested in them or in supporting their development. The parenting style on the 'permissive-neglect' sub-category lacks warmth as these parents may lead children in drinking, promiscuous sex, delinquent behavior and poor academic performance in adolescents.

Uninvolved parenting-These are kind of parents that spent little of their time with their children and do little more than provide them with food and shelter. They show little interest in their children because they are emotionally detached, they view parenting as nothing more than providing food, clothing and shelter. They are indeed quilt of neglect, a form of child abuse According to the main problem of this study, parental irresponsiveness is the cause of child's inner conflict and suffering hence weaker personality and society interaction morale. Hiding on the work and busy schedules has become a thorn in the flesh as far as matter parenting is widely discussed. The knowledge of child's day experiences including happiness and feelings, strengths and weaknesses, likes and dislikes is very important for any caring parent. Uninvolved parenting is careless parenting (Feldman, 2011:341).

2.6 Culture Imperative Versus Child-Rearing

Culture is very basic in a life of a growing child because it provides a roadman onto which a child is oriented to the society. Child rearing practices reflect cultural values that vary across time and place. The African cultures value emotional closeness. According to Chemorion, culture is sociological concept that is easily discussed but difficult to define because it is too broad. Quoting Niebuhr, components of culture include language, habits, ideas, beliefs, customs, social organization, inherited artifacts, technical processes, and values (Chemorion, 2014:99,100).

Cultural validity provides a base upon which children are born with innate ability to cognitively grow their mind through learning process offered by persons near them. These up-bringers can be children's own parents or other primary caregivers, contemporarily referred to as *house helps*. Culture influence in child rearing is so great in that children are automatic recipients of either virtuous cultural impart or ferocious transmission from the environment. However, Myers David argued that diversity in child-rearing from a community to another should not make a

certain environmental and cultural upbringing of a child superior and best as compared to the other. He puts it right that diversity in child rearing cautions us against presuming that our culture's way is the only way to rear children successfully (Myers, 2013:153).

Language component –Language is a means of communicating thoughts and feelings using a system of socially shared but arbitrary symbols arranged according to rules of grammar. Wood and Wood assert that language expands our ability to think because it allows us to consider abstract concept. Language, according to hypothesis holds that people's worldview is constructed primarily by the words in their language (Myers, 2014:239).

2.6.1 Cultural Diversity

In the multi-ethnic society, culture is the reason why people behave in a particular way and interpret issue in a particular way. It is truest assertion that people's cultures vary one from another thus the agitation for cultural harmonization in a cosmopolitan society for sake of accommodation and cooperation. Cultural feelings are so important and cannot be hintred from exhibiting out to the society and this is why to accommodate one another in this open society in unavoidable fact. According to the study of the househelps or house girls a number of these persons prefer to for parents from ethnic group different from theirs. According to Chemorion, culture is very basic in a life of a growing child because it provides a roadman onto which a child is oriented to the society (Chemorion, 2014:99).

2.7 Process of Social Development

According to Ikenye, societal agents of teaching and training children what is optimal being and functioning in the society is embedded on the paren. From generation to generation, socialization role of marriage and family supports in the structuring of value system. He continues resonating that the society charges couples with the responsibility of nurturing. Moreover, Ikenye continues writing that marriage and family have the primary role of socializing her children as parenting figures, that is, father and mother provide socializing environment where peace and justice is lived out and practiced. He gives an example of a child born in an alcoholic family that this child will not only be vulnerable to be future alcoholic but also an abuser of others and poor relational boundaries (Ikenye, 2013:65).

2.7.1 Nature –Nurture aspect

This study looks at the contribution of nature on one side and nurture on the other in child's development as fundamental as the househelp is considered much influential in determining nurture of the child. From the day a baby is born, it is born with innate ability to think and process language because innate aspect in a child is necessitated through the genetic blueprint. However, nature is inborn; a child comes to the world in natural form whereas nurture is the role of the child's primary caregivers like mother, father, house managers/ maids or anybody with responsibility to care for the infants. These care givers introduce the child to life patterns that later on make up their worldview. According to Macionis, humans depend on others to provide the care needed not only for physical growth but also for personality to develop (Macionis, 2011:67).

On the role of nature, Macionis alludes that nature is all about biology thus studied within the biological sciences. Nurture on the other hand is studied with the social sciences and explains that behavior is not instinctive, it is learned thus human's behavior is not in nature but in nurture (Macionis, 2011:68). Nature always has its way in the life of an organism. Nature concerns the surrounding as nurture concerns the upbringing of an individual to either optimal accepted mannered or wayward and mannerless fellow.

2.8 Theoretical Framework

This section examines theories deemed relevant to inform the research and the variables studied. Theoretical framework is useful to test theories to establish orderly corrections between observations and facts, predicts and control situations and stimulate research.

2.8.1 Attachment Theory

The Attachment Theory by Bowlby is the bedrock of this study. The inceptor explains that the primary human motivational drive is to seek relationship with others. It involves an emotional tie with another person in particular mother and is shown in young children by their seeking closeness to the primary caregiver and showing distress on separation. Attachment bond is powerful survival impulse that keeps infants close to their caregivers. Infant often becomes attached to his/her parent whom he/she is comfortable and familiar with. According to Woolfe Ray and Strawbridge Sheelagh, attachment in infancy has a function of survival as it reduces anxiety in danger and stress (Woolfe, 2010:158).

Attachment should be parent-to-child but due to lack of sufficient time with child during the day, most parents have no option but to entrust to a househelp the child. Studies have shown that the strength of a child's attachment to his or her parent is related to anxiety symptoms. The importance of the presence of an attachment figure has been found to increase with age,3 through mid-childhood and adolescence. Therefore, the continued presence of an attachment figure is important to the emotional security and development of a child. The early bonding to the mother or carer is seen as the precursor of all later social relationships; and how attachment in infancy and early childhood predicts future functioning and to what extend secure or insecure attachments remain constant over time. In regard to the raising of children by different maids, these children may lack the ability to form selective attachments during the first few years of life, which was found to be related to difficulties in later years in forming close relationships (Woolfe, 2010:178).

According to Meier and Boivin, attachment patterns in child developmental process are the working out of primary needs and acquisition of psychic and self organization within the context of the changing infant/child and caregiver relationship. The infant begins his/her relationship with a significant caregiver in a state of total dependence. The manner in which an

infant/child and caregiver negotiate the need for closeness and separateness determines how free the infant/child feels to turn to the caregiver when distraught. When the caregiver is cold and rejecting, the infant-child will avoid turning to the caregiver (Meier and Boivin, 2011:159).

The nature of parenting influence plays a major role in attachment formation. Some caregivers or in this case househelps may fail to be responsive in maintaining secure attachment as some of them are reserved in that their active interaction with the baby is too minimal. In summary, research on attachment, according to Woolfe and Strawbridge, shows that what seems to matter to children, if they are to become able to feel secure and develop close relationships with those around them, is that the househelps are reliable, consistent and engaged with them in a way which is tuned into their needs (Woolfe, 2010:178).

According to the study, attachment theory informs the study because attachment of the child to parent is inevitable. This imperative kind of parent-child association is however brought to stake due to parent's absence during the child's active time, that is, during the day. Nonetheless, parents having time with children during the weekends only are not enough to sustain requisite attachment. The role of househelp in child attachment becomes is becoming real phenomenon as young infants grow to develop very strong attachment with the loving and warm househelp thereby developing less interest with the mother. The mother is supposed to breast-feed the child for six months consecutively. This is not the case to full-day employed parents in the towns.

2.8.2 Parenting and Infant Attachment

Attachment refers to an emotional tie with another person; shown in young children by their seeking closeness to the caregiver and showing distress on separation. Erik Erikson observed out of the conflict between trust and mistrust, the infant develops hope, which is the earliest form of what gradually becomes faith in adults (Erikson, 1983:75). He continued to argue that securely attached children approach life with a sense of basic trust-a sense that the world is predictable and reliable as all this was attributed to early parenting. He further theorized that infants blessed with sensitive, loving caregivers form a lifelong attitude of trust rather than fear (Myers, 2013:186).

A one year old infant typically clings tightly to the parent when they are frightened or expect separation. Re-united after being separated, they shower the parent with smiles and hugs. Myers holds that no social behavior is more striking than this intense and mutual infant-parent bond. This attachment bond is powerful survival impulse that keeps infants close to their caregivers. In his speech during the Fathers' Day in 2008, the 144th US President Barak Obama exclaimed that there was need for fathers to realize that responsibility does not end at conception. Fathers need to realize that what makes them men is not the ability to have a child –it's the courage to raise one (Myers, 2011:151).

Parent-infant attachment bonds from birth. According to Myers, babies in all cultures are social creatures, developing in an intense bond with caregivers. Infants come to prefer familiar faces and voices, then to coo and gurgle when given a parent's attention. It is therefore imperative to hold the fact that secure attachment nurtures social competence of a child (Meyers, 2011:149).

Pertaining matters attachment and adaptation, scholars argue that infants and little children are sensitive to a range of ecological factors that include the attachment related behavior of their parents. Belsky, 2005 and Simpson, 2006, quoted in Bjoruind argue that children develop different styles of attachment depending on which fits best with that current environment. The duo scholars continue holding that such an attachment adapts a child to particular conditions of his immediate family environment which gets him through niche of childhood. However, some scholars who delved much on researching attachment have found out the fact that girl children are often sensitive to quality of relationships and dependability of significant others to provide support (Bjoruind, 2012: 560).

Parents are obliged to help their infants develop secure relationship. Benjamin Lahey observes that a child at the age between 6-9 months typically becomes closely attached to one or more of his/her caretakers. At this point of development, most infants develop a normal 'stranger anxiety'. They react fearfully and tearfully when strangers are present and cling to the safe fortress to the adult to whom they are attached. Children who are not securely attached to their parents seem to ignore or even avoid them. It is as if the attachment to the parent is too weak to be helpful to the toddler. It is evident that most working mothers in the city resume to their

fulltime working places barely three months after the child is born. At such age, the toddler transfers trust and uttermost attachment to the househelp. Attachment to the primary caregiver leads to secure attachment as parents are evidently important persons in forming such secure attachment by taking care of their infants' needs in consistent way and by being warm, affectionate, and accepting (Lahey, 2012:341).

Social development of a child is preceded by, first and foremost, child's early upbringing times. Development is an all-round human process and is the same humans who drive development because people's awareness decides the direction of development. Development is the realization of latent inner potentials of an individual. Moreover, there are a number of factors that contribute to optimal human development including: level of peoples' education, aspirations, attitudes and values, skills and information. These factors notwithstanding, there are three society's developmental journeys marked by three stages namely; physical stage, vital stage and mental stage that overlap each other a particular timeline. The vital factor is associated with the development of one's personality denoting the emotional and nervous energies that empower society towards accomplishment. The physical stage concerns bodily size increase as mental phase is concern of intellect and how knowledge can be disseminated to make the world we live in (Lahey, 2012:342).

2.8.3 Importance of Attachment Theory in regard to this Study

Emotional attachment cannot be shared. It is either a parent confers in to a child or a househelp does it as it is important component for child's healthy all-round growth. Attachment between mother and child is affected by the employment of househelps for the purpose of child-rearing. This could prove detrimental to the psychosocial development of affected children and recommend that Family-friendly work policies created for mothers to get education on responsible parenting (Al-Motary, 2013:202).

2.9 Cognitive Development Theory

Cognitive developmental theory is largely associated with Jean Piaget who, through critical observation, noticed that the mind of the child, in particular is not that of a miniature/tiny adult. He theorized that the mind of a baby develops by forming schemas that help it assimilate

experiences that alter to accommodate new information. In his allusion, Piaget held that children progress from sensorimotor; simplicity of the infant to more complex stages of thinking for example, at 8 months, infants become aware that things still exist even when out of sight. This sense of object permanence concedes with the development of stranger anxiety, which requires the ability to remember who is familiar and who is not (Myers, 200:85).

The initial aspect to consider in development of a child is the aspect of self-efficacy. The perceived self-efficacy in development contributes to cognitive development and functioning. These progression aspects include cognitive, motivational, effective and selection processes. These levels that adversely contribute to self-efficacy in growing children include primary caregivers (househelps), teachers in both schools and churches; all in contribution to what parents instill in the first place. Having attained self-efficacy, children can take charge of their own academic matters thus growing their aspirations and accomplishments (Lahey, 2012:342).

Cognitive development is the process by which a child's level of understanding of the world changes as function of age and experience. The primary focal point of Piaget's theory of cognitive development was to suggest that children around the world proceed through a series of stages of intellectual development in a fixed order. The differences occurring in every stage are in form of both quantity of information at each stage and quality of knowledge and understanding as well. The focus of cognitive developmental studies is to ascertain how we encode, process, store and retrieve information. Piaget discovered that children at early stages give wrong answers. He therefore contented that the mistakes made by children of a given age were often strikingly similar. Cognition refers to all processes associated with thinking, knowing and remembering (Feldman, 2011:344).

2.9.1 Piaget's first two Stages of Cognition

Sensorimotor stage –Birth – 2 yrs –Piaget called this stage sensorimotor because at this early age, behavior of a child is mostly simple motor responses to sensory stimuli, for example, the grasp reflex and sucking reflex. According to Myers, Jean Piaget was much concerned with the fact that children took the world through their sensory and motor interactions with objects through looking, hearing, touching, mouthing and grasping. Before they reach the age of two, Piaget continues writing that children can recognize things, smile at them, crawl to them and

manipulate them. It should be noted that at a very young age, that thing that is out of sight is out of mind because this young infants lack object permanence; lack awareness that objects continue to exist when not perceived (Feldman, 2011:345).

Infants also at some points develop stranger anxiety. By 8 months, they begin to exhibit memory for things no longer seen. Here if you hide a toy from the child, he/ she will momentarily look for it. In summary in the sensorimotor stage of cognitive development, infants know the world mostly in terms of their sensory impressions and motor activities. Piaget's psychology writes that at this stage, a child of about 9 months is inquisitive and would want to locate where her toy was hidden indicating that they have developed a mental representation of the toy (Feldman, 2011:344).

Pre-operational stage (2-7 yrs) –This stage is referred to as preoperational because the child lacks operations, which are reversible mental processes. Children here cannot understand how a mother can be someone else's daughter (Kalat, 2011:164). Piaget's description of the unfolding in this age bracket is that the child is now able to represent words and images but lacking logical reasoning. For instance, if a child is asked to ascertain which between the bag-full of wool measuring a kilogram and sand measuring a kilogram is the weightiest. The child may suppose that it is wool. The child lacks the concept of conservation as conservation, according to Myers, is a principle which says that properties such as mass, volume and number remain the same despite changes in the form of objects. The preschool children are aware of themselves, of time and of permanence of objects yet they are egocentric. Egocentrism in Piaget's theory is the inability of the preoperational child to take another's point of view. Their conversation also reveals their egocentrism (Myers, 200:131).

The parents who abuse their children generally have no understanding that they are destroying them. They see their children as junior adults who are able to control their behavior and also have difficulty reflecting on their own mental states and unable to use their personal pronouns *I* and *me*. At the age of 7, children, according to Piaget, can think verbally and use that very thinking to work out solutions to problems. In sum up, Piaget's second stage of cognition largely concerns with the representation of things with words and images using intuitive rather that logical thinking.

Both parent and househelp are obliged to create trust in an infant. Through attachment, the mother establishes strong base of trust and the househelp has her task in maintaining trust in a child and help him/her from developing autistic tendencies. Autism is a serious developmental disorder that may make children have problem with problem of social interaction, language skills and repetitive behavior (Kalat, 2011:164).

2.9.2 Impotence of Cognitive Development Theory to the Study

From the close analysis of Piaget's argument on knowledge growth in a child, it is important to assess persons close to the child in the daily basis because they are dealing with a receptive mind. Piaget put it down that the mind of a baby develops by forming schemas that help it assimilate experiences that alter to accommodate new information around. The househelp's role in developing child's mind, cognition and interpretation of events in relative precision is very crucial. This theory conceptualizes that those children who were better handled in child age becomes potential, intelligent and mindful individuals hence gain personal drives to satisfaction.

2.10 Psychosocial Development Theory

The theory of psychosocial development was developed by theorist called Erik Homburger Erikson and has a strong influence on traditional personality theory. Erikson argued that it is the conflict between instincts and cultural demands that shape the child's personality. He puts down that one's anticipation of future events determines how one will behave in the 'here and now' (McConnell, 1986:525).

Erikson explores the eight fundamental developmental stages for one to become completely mature individual.

Stage *One:* Trust versus Mistrust –From birth -1 ½ years

During this stage, infants are uncertain about the world in which they live. They look up for the primary caregiver for stability. This makes them develop a sense of trust which will carry with them to other relationships and will be able to feel secure even when threatened. Trust then leads to virtue of hope. If the needs of infants are not met at this stage, they develop sense of mistrust that eventually lead to development of fear if the care they receive is harsh and inconsistent.

Erikson in his theory reasons that when infants develop sense if mistrust, it becomes difficult for them to counter the world with confidence and develop influence of events that come their way. This automatically results to anxiety and insecurity;

> Out of the conflict between trust and mistrust, the infant develops hope which is the earliest form of what gradually becomes faith in adults (Myers, 1986:74).

In the above quote, Erikson theorizes that infants whose needs are well met by sensitive caregivers form a lifelong attitude of trust rather than fear; it is imperative to note that infants learn to trust the world as a basically safe place.

Stage *Two:* Autonomy versus shame/doubt (1 ½ - 3 years)

At this second stage, Erikson says that a child's social relationship with parents continue to grow and become more complex and insecure. Children at this stage strives to learn independence and self- confidence and also begin to familiarize with the wider range of situations and with advent of language they communicate with strangers.

According to Erikson, this stage as quoted in Myers authorship, gives some signs of developmental accomplishment which usually become evident as a child develops sense of competence by learning to feed self, use toilet, play alone, or may feel ashamed and doubt own abilities. It is paramount to note that the outcome of this stage is greatly influenced by the actions of their parents and other significant people around them. In case a child's autonomy is destroyed by the caregivers, Myers captures that the child turns against self thus over-manipulate self and will develop a precocious conscience. Instead of taking possession of things in order to test them by purposeful repetition, he/she becomes obsessed by own repeatedness. Shame is an emotion inefficiently studied. It supposes that one is completely exposed and conscious of being looked at. Turning against self makes children in this stage feel that they are invisible (Myers, 1986:75).

Stage *Three:* Initiative versus Guilt (3-6 years)

This stage characterizes resourcefulness and inventiveness of new things. According to Erikson, the child is assumed to have attained a pre-school attending age and learns to initiate tasks and grapple with self-control. At this very stage, a child is capable of symbolic thought however this

thinking is quite different from that of adults. The growth is less explosive and rapid that during infancy, he/she learns to either feel effective or inadequate. Erikson argues that the guilt ridden consciousness is a crisis that crops in especially when a child suspects that whatever he or she has done may not be approved by parent or caregiver. The psychologist David Funder noted the following:

> The danger of having this stage is a sense of guilt over the goals contemplated and that acts initiated in one's exuberant enjoyment of new locomotor and mental power (Funder, 2010:274).

According to Funder, one of the deepest conflicts in life is the hate for a parent who served as a model and executor of a child's ego that a child can no longer tolerate himself.

According to Erikson's psychology, the child in this stage learns either to be effective or inadequate learning developmental achievements by trying very much to meet demands imposed by the school, for example, he/she will strive to do all homework given by teachers and works harder to accomplish home responsibilities. The inferiority component crops in whenever a child believes that he/she is inferior to others within the home, neighborhood, church and even school. The danger of this stage lies in the sense of adequacy and inferiority. If a child despairs of his tools and skill or his status among his tools partners, his/her ego boundaries suffer and he abandoned hope for the ability to identify early with others who apply themselves to the same general section of the tool world. The child despairs and considers self-doomed to mediocrity or manipulation.

2.10.1 Impact of Parenting on Child's Social Life

Development is a process of social change that increases awareness leading to better organization. Myers holds that attachment is the basis for either healthy or unhealthy socially developed individual, notwithstanding social responses of infancy that can later critically affect later social development. Children get attached to their parents because they know that they are comfortable, familiar and responsive. The world one grows up affects the structure of personality and that some behaviors are acquired. According to Robert Feldman, parents' child-rearing practices are critical for shaping their children's social competence (Feldman, 2011:341).

All creatures, infants develop an intense both with those who care for them. Myers notes that there is no social behavior that is so striking than the intense infant love called attachment, a powerful survival impulse that keeps infants close to their caregivers. He continues eluding that secure attachment breeds social competence among children and even adult romantic love styles exhibit childlike secure or insecure attachment (Myers, 1986:71).

The Social development theory bases on the fact that the society plays a pivotal role in development of a person. When that very society senses new and better opportunities for progress, it develops new forms of organization to exploit these new openings successfully. In development, there must be motive that drives the social change and essential preconditions for the change to occur. Social constructionism in social development becomes an inevitable process because it is an assertion that individuals construct their own reality based on social expectations, conditioning and self-socialization (Weiten, 2012).

In conclusion, the two depicted psychosocial stages by Erik Erikson summarize that a child develops a personality depending on the environment of the time. Weaker personalities that people exhibit in the society today have their trace right back to the early times. In the first stage, Erikson argues that an infant develops trust only if the caregiver becomes sensitive to its needs by responding positively to its reflex needs and emotional appreciation. On the contrary, the child develops mistrust and this may continue to the next stage of growth. Autonomy of the child is equally dependent on the caregiver who reads through child's new growth milestones and is ready to help him/her become independent. On punishing a child for new initiated things, the child develops spirit of doubt and shame.

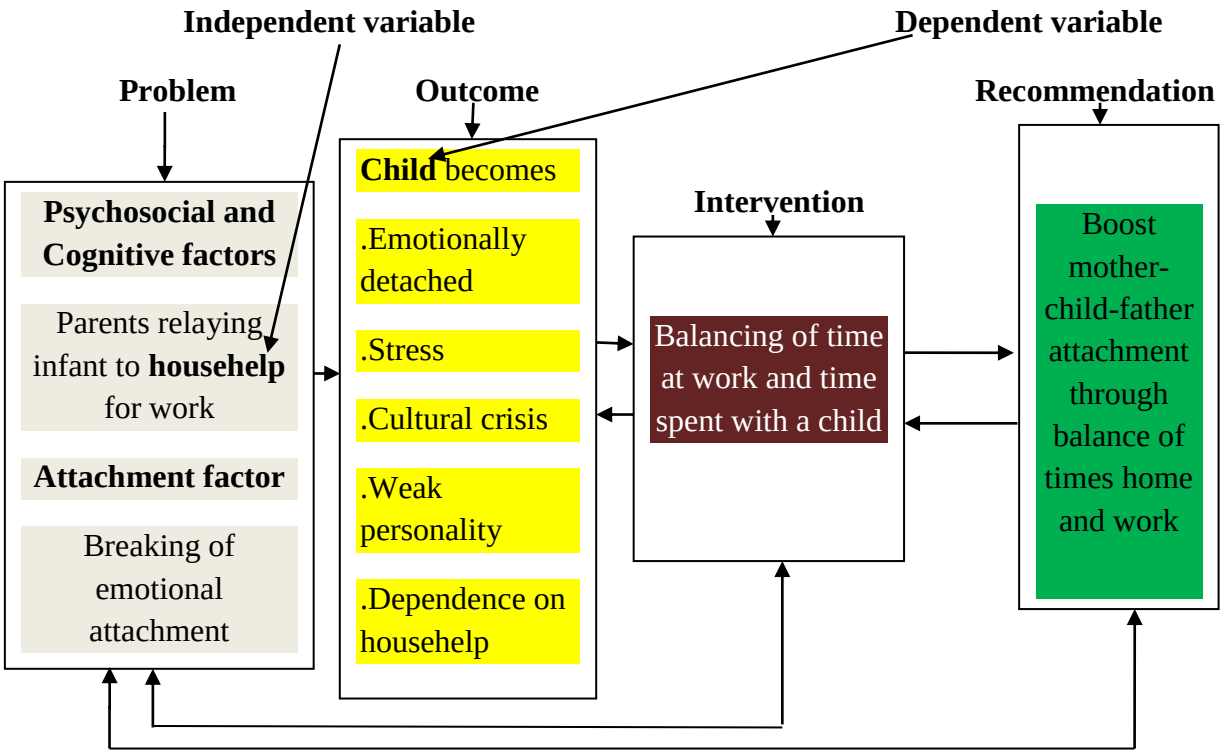
2.10.2 Importance of psychosocial development Theory to the Study

No one can know the operations of a newer place unless he/she is oriented by the host. The host of the child is the parent and the househelp respectively. In the society a behavior is developed and one's behavior gives impetus on how one gets on with the rest of the members in that very society. Personality of the child is shaped from childhood thus a househelp's psychosocial support to the child in earlier times is a culmination of healthier personality that will in future help a child be relevant in the social world.

2.11 Conceptual Framework

Conceptual framework comprises a system of concepts, assumptions, expectations, beliefs and theories that supports and informs research. According to Stone & Archibald (2013), conceptual framework is a pictorial representation where descriptive categories are systematically placed in a broad structure of explicit propositions, statements of relationships between two or more empirical properties to be accepted or rejected. According to the researcher's idea, little children will exhibit emotional psychopathology due to lack of parental touch and emotional support. Due to parental upbringing absence, the child will be prone to taking up any kind of training offered by present caregiver and this may lead to distortion of basic morals and weaker personality. The figure in the next page conceptualizes the impact caused to the child by parent's work busy schedule:

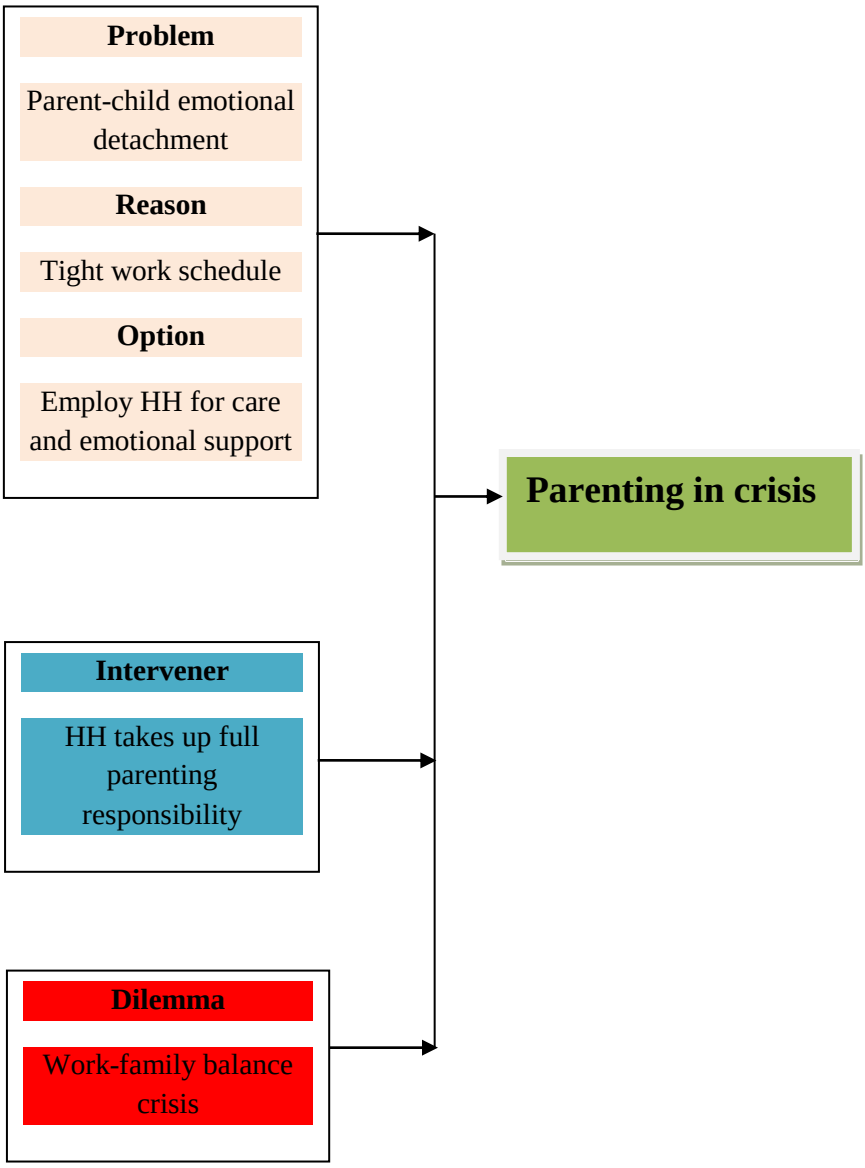
Figure 1: Conceptual Framework I



Key	**Colour name**	**Encoded significance**
	White Background 1	Problem- Child given to household
	Yellow	Outcome –Emotional dettachment
	Plum	Proposed solution to work-family crisis
	Green	Suggestion –Manage time for family

Source: Researcher's own concept (March, 2017)

Figure 2: Conceptual Framework II



Source: Researcher's concept (May, 2017)

This study based on the conceptual framework sought to show the relationship between the different constructs that are of paramount importance for the objectives of this study.

According to above figure, the independent and dependent variables relate to each other. The dependent variable is the one the researcher wishes to explain. It is also called the criterion or predictor variable (Scoy, 2002). The househelp is an independent variable who is wholly dependent upon by both child and parent. The parent sets off for work early morning and comes back in the evening to meet a child who has all day depended on househelp for all physical and psychological necessities. The child feels alienated from mother-father thus develops weaker personality. Solution comes through striking equilibrium between workplace and home.

2.12 Conclusion

This chapter reviewed literature on parent child relationship and its use for attachment, cognitive growth and psychosocial development. The parent-child emotional bond is imperative in creating child's early life, mindset and confidence to counter upheavals of life. The next chapter explores the methodology for data collection and tools used in analysis and interpretation.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

To meet objectives and answers to the research questions in chapter one and literature review in chapter two, this section presents the methodology that was used in the data collection. In connection with the literature reviewed in the immediate chapter which revealed that healthy parenting can be achieved if the mother of the child in particular creates substantial time with the infant before considering the parenting relay to the second caregiver, it also emerged that parents and househelps respectively were the reason to why some children adapt weird behaviors and exhibit them later on in their teen age life as these kind of behaviors are often attributed to the earlier upbringing. This chapter further discusses data collection modalities and lays down the general empirical procedures including research design, data collection tools, focus groups and the geographical area of study.

3.2 Research Design

This study employed techniques of qualitative research design. The reason for the use of this kind of design was because the psychological theoretical aspects studied and researched in the library were based on setting of factual truths for the sake of reaching out to the environment of the child in the field. The researcher was therefore obliged to prepare structured interviews and questionnaire as interview guide to assist in data collection. For relevance sake, the qualitative research, according is selected to try to find out the experience or views of a persons or groups of people with aim to unearthing the meaning and significance of human behavior emphasizing on the understanding the meanings that people attach to phenomena such as actions, decisions and values (Ikamari and Oladipo, 2015:11).

The study further used descriptive design which according to Burns & Burns (2010) is used when a study is vague hence the goal is primarily to improve the final research design by becoming familiar with the basic facts and concerns, developing a picture of what is occurring and determining the feasibility and sense of direction for rigorous follow-up. Descriptive research ensures ease in understanding the current status of insight and ideas about the area of

study investigating responsibilities of a househelp in raising a child. The design choice bases on the fact that the researcher is interested in the subject of study and has passion and experience in the study area. It is on these parameters that the variables are to be wholly understood. A Cross-Sectional approach was suggested be used to collect both qualitative data and at some point quantitative data from the respondents. The approach was relatively fast and little bit inexpensive because it aimed at providing self-reported facts about respondents, their feelings, attitudes, opinions and habits (Kothari, 2007:27).

3.3 Study Area

The study was conducted in Zimmerman Estate's three areas of Mirema, Base and Canopy Lower Tunnel within the Roysambu Constituency in the County of Nairobi. This area is located western part of the city's CBD; estimated to be about 21 kilometers away. The selected households that were used in the research included a number of househepls from selected apartments, parents and House Help's Bureau staff. The three areas are not far away from one another; they were within the perimeter of about 3 Kms and these three environs may be housing approximately 250 households with little children who are supposedly taken care of by the househelps (Anonymous local elder and owner of one of the apartments).

3.4 Target Population

The target population for the study included the categories three main groups, namely the parent, (that who is employed on a day-long work during week days), the househelp and the staff operating Househelp's Bureaus in Zimmerman Estate as vocal point was a child of between 6 months to around five year old. The researcher went forward to, first and foremost, obtain authorization certificates from the National Council for Science, Technology and Innovation (NACOSTI), the Ministry of Education and the County Director of Education. These documents were indeed very crucial for identification and proof of genuinely authorized process to those targeted for data. The researcher randomly identified the apartment judging from the nature of its value and guess of financial capacity of persons residing there in regard to monthly rent. This notwithstanding, on the other side of the parent, the researcher reached out to them during the weekends. The data from the bureau staff was aimed at wanting to know whether

there was criterion set thresholds for qualification on basis of academic achievement or ethical issues for households before they are connected to potential employers.

Figure 3: Target Groups

Sample size	Target group	No. of respondents	Total
Mirema area	Households	2 in 3 apartments (2x3)	**6**
	Parents	1 in 3 apartments (1x3)	**3**
	Bureau Staff	(1x1)	**1**
			10
Baseline	Households	2 in 4 apartments (2x4)	**8**
	Parents	I in 4 apartments (1x4)	**4**
	Bureau Staff	(1x1)	**1**
			13
Canopy Lower Tunnel	Households	2 in 3 apartments (2x3)	**6**
	Parents	1 in 3 apartments (1x3)	**3**
	Bureus Staff	(1x1)	**1**
			10
TOTAL	**Households respondents**	→	**20**
	Parents respondents	→	**10**
	Bureau staff respondents	→	**3**
			33

Source: Researcher's concept (May, 2017)

From the above number of respondents, the researcher was sure of compiling relatively truest study depicting the truth on the topic of concern.

3.6 Sampling Technique

The initial proposed research technique for the study was a stratified random sampling and quota sampling for qualitative categories 'A' stratified random sampling procedure was appropriate because the population of interest was not homogeneous and the targeted population was different in strata in terms of age, income, and educational background. It was held that the selected procedures lead to appropriate result hence relevant information looked for in the study.

3.7 Data Collection Methods

The survey questionnaire was developed to explore the parenting in the town setting. The sampling and sampling procedure method proposes the use flexible data collection methods from the descriptive categories and the tools that were used included In-depth interviews, focus groups and direct observation. The choice of these tools deemed relevant because the qualitative methods of data collection involve direct interaction with respondents either on one to one basis or group setting. The tools allowed the researcher to engage participants in a flexible interaction in order to gain rich and extensive information (Ikamari, 2015: 112).

The In-depth choice was also referred to as unstructured interview which involved dialogue between an interviewer and a respondent that was not guided by pre-determined questions; the interviewer did not have to follow a certain fixed way of posing the questions though coherence, order and ethical issues were highly upheld because the questions were both closed and open-ended. Here, according to Ikamari, the interviewer develops questions as the interview progresses, probing deeper into an issue. This notwithstanding, the interviewer in this category, in some cases, may use interview guide that consists of list of questions or topics of interest and suggested probes for particular topics (Ikamari, 2015:113).

Table 4: Calculated Sample Size

Locality	Sample Size
Mirema	**11**
Base	**11**
Canopy Lower Tunnel	**11**
Total Respondents	**33**

Creation: Researcher (May, 2017)

As shown in Table 3.1 above, the approximate number above, that is, 33 respondents who were relied upon in the study to collect information that shall be used to answer the study questions and meeting threshold for the fulfillment of the purpose of research.

3.7 Validity and Reliability

Validity and reliability usually comes fore before selecting instruments of data collection, collecting data and analyzing it. Validity refers to the extent to which an instrument measures what is intended to measure. Reliability refers to the extent to which a measure gives consistent results. It evaluates the stability of measurement. The researched work was a representation of valid data collected in raw park from the field through structured interviews and observation. The study achieved validity due to cooperation from the focus groups involved in the study who gave credible data (Ikamari and Oladipo, 2015:74).

3.8 Ethical Consideration

Ethical issues are very vital and must be considered throughout the period of research. It is indeed important to recognize and safeguard the Human Rights which carrying out research. The researcher manifested virtues of sincerity, honesty, truthfulness and even confidentiality where the same shall be applied. The information that was presented by the respondents was treated secret and confidential given to the fact that entire study based on the platform of confidentiality and anonymity. According to Polit and Hungler, when subjects are promised confidentiality it means that that the information they provide shall not be publicly reported in a way which identifies them (Polit, 1995:139).

3.9 Conclusion

This chapter gave important procedures that were basic for the research on preferences of lifestyles in trying to identify ways in which a child could secure attachment from the parent. The chapter also discussed the tools for data collection contained in closed and open ended questions of the questionnaire. The next chapter analyzes data collected and presents the finding of the study.

CHAPTER FOUR

DATA ANALYSIS AND PRESENTATION OF FINDINGS

4.1 Introduction

The previous chapter gave comprehensive methodology used to collect data that included the structured topical interviews which at some point required tape recording, focus groups, and feedback forms inform of questionnaires. This chapter critically analyses actual data collected from the respondents that were selected for the study which included househelps in category 'A', parents in category 'B', and house-girl's Bureau staff at category 'C' and empirically encoded the meaning of information they gave during interviews. Furthermore, the chapter evaluates raw data from the field and gives factual findings for better understanding of the researched problem, objectives and questions. The presenting objective of this study was primarily to analyze the impact of parenting that seemed to have become a househelp's mandate and the crisis in which this kind of role transfer hit on the growing child emotional stability just very hard.

4.2 Pilot Test Results

In reference to the limitation of this study in chapter one, the data collection in Zimmerman was big challenge. In most of the apartments visited, gates were always locked thus getting in to talk to a househelp or a parent was a real complicated issue. However, some apartment caretakers cooperated and even went as far as doing an introduction to targeted groups. Having integrated both qualitative and smaller percentage of quantitative data collection categories per se, the validity of data collection instruments were tape recording, structured interviews and observation. The structured interviews were selectively conducted to 10 parents with children of five years or under and their responses concurred to the fact that working on a full-day schedule is inescapable. Some of the responses given in the selected sample agreed to the fact that children shall be always under the care of the househelp due to their work demands that could never be avoided as some held that the child would always remain with the househelp in the home. Working for parents in towns seemed to be a mandatory phenomenon.

4.3 The Househelps of Zimmerman Estate

There may be no proper way one can accurately describe the actual situation and underlying characteristics of househelps of a particular place, but according to findings of this study, the househelps of Zimmerman estate who participated in the data were seemingly young women of age between eighteen and twenty nine years respectively. There were a number of respondents of this category that presumably fell in the age bracket of around thirty and forty. However, the justification of this sample size was that, the needed sub-categories, that is, educational levels were sufficient for subsequent relative data. Responses regarding the imperative of education in child rearing to optimum levels were issues of concern. Out of all twenty respondents in the sample, eleven of them were secondary school certificate holders, six primary certificate holders and the remaining three were college diploma/certificate holders. The vitality of having this educational background information was to measure the capacities and draw comparative analysis on how educational levels help contribute to either optimal or pathological development of a child.

The bio data information on the feedback form (questionnaire) issued recorded a 100 percent faith ascribing to Christian religion as a large number of those interviewed agreed to the fact that faith component was indeed very crucial for the child as he/she grows.

4.4 Coding and Entering of Data

Coding is identifying emerging themes from the data collected. Following the nature of research and factual finding, the researcher had vested interest of hearing from the 'host's' mouth', that is, from househelps who stay on with children all day and a number of parents who stay away from child nearly the whole day due to work demands. The interaction therefore was meant to purely package primary oral data in tape. According to Olive Mugenda, the code categories in questionnaire or other measuring instruments should be exhaustive and mutually exclusive This means that the data collected should be broken down for easy comprehension by persons interested to benefit from it (Mugenda, 2003:115).

Basing on the information contained in the Chapter Three of this document on target/focus groups, the research went forth to find out that the househelps are present, viable and mandatory

workers in most of the households with little children in Zimmerman estate. This notwithstanding challenges of delegation trust, the househelp stands as imperative person in bringing up a child without whom households suffer conflict between staying on in homes looking for children or going to work. To clarify effects of full day-time employment of parents to their children's early life socialization, the data collected, analyzed and interpreted concurs with this narrative. However, deliberate overstaying at the work place, some of the parents is an issue of concern. One of the respondents said that some parent's work schedules run till 5 O'clock but some parents, especially fathers rather prefer to go to 'comrade corner' or drinking spree to cast out daily stresses.

4.5 Responses in Sequence

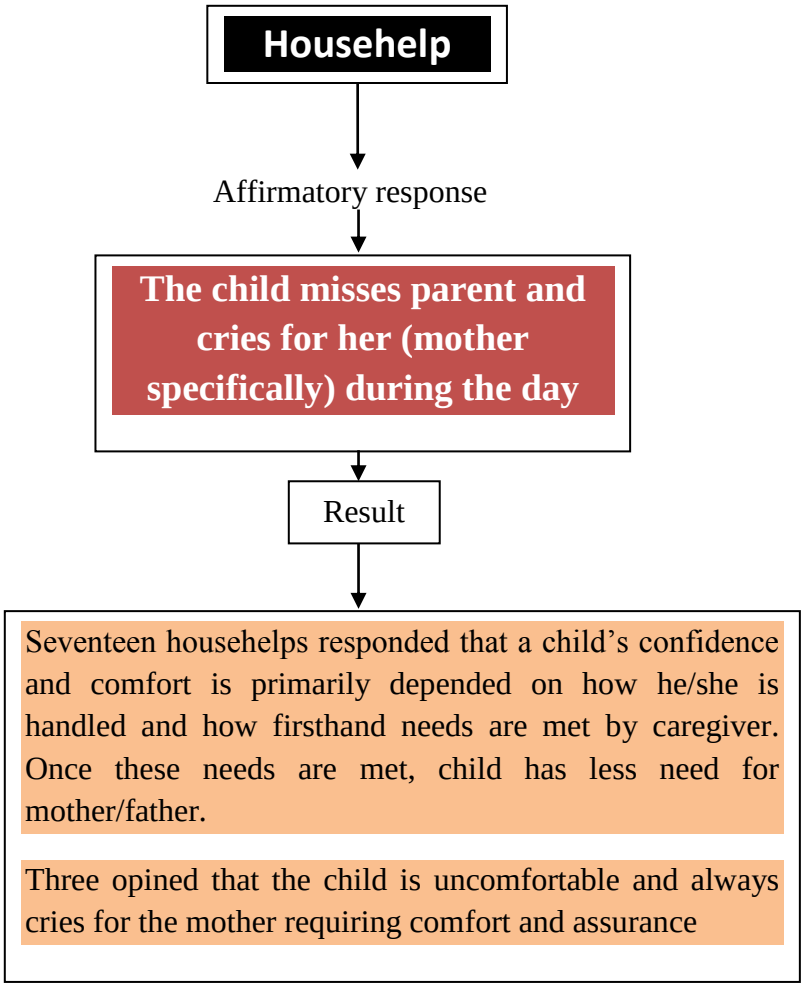
4.5.1 On emotional detachment: Responses from sample 'A'

A number of structured one-on-one interviews and feedback forms were administered and out of the twenty interviewed househelps, a number of them admitted that parent-child disconnection was a real issue on the ground. On whether children direly miss their parents and cry for them during the day long, the reactions were varied. Firstly, seventeen of the househelps said that children do not miss their parents during the day so long as they are well taken care of. Once their first physiological basic need of food is met, children enjoy freedom in the hands of their carers as they enjoy and play. The three other respondents said that children, especially who have attained comprehension and conversing age, that is, those of about 1 ½ years and above always insisted to talk to the parent specifically the mother on the phone.

On respondents' recount on the effects of parents' absence from children whole day, a number of them recounted that children are disturbed at the earlier days but with time, they get used to the situation and adapt slowly. However, children of one and half year old are always optimistic that though their parents are away, they would soon return home.

The figure below summarizes the findings on category 'A' respondent

Figure 5: Category 'A' response



Source: Researcher's own creation

From the above drawing, the problem statement of this research is justified in that, most children are naturally learning independence from parents; they can be of course comfortable in the hand of the present tender caregiver whom they can associate with freely on friendly basis. Parent-child emotional connection lapse from the above analysis is thus evident. In her own words, one of the respondents, Annet, not real name whose educational level is college diploma exclaimed (continued in the next page):

> The girl child I stay with has turned two and half years. I have stayed with her for the last one year and since then, she has shown little interest for the mother. However, any time the mother comes in after work in the evening, even if it is too late, she always wakes her up, just to know how she fared on during the day. Over the weekends, the mother always stays along with the child and I some incidences goes shopping with her at the Thika Road Mall (TRM). By so doing, the parent tries to restore affection to an extent the child knows that I am not her mother. I propose that mothers create substantive time with their children out of their busy schedules (Annet, May 2017).

For optimal development of a child as learnt from data above, all nature-nurture developmental aspects must be fulfilled including physiological, cognitive, psychological, emotional and spiritual. Apparently, the coherence growth of an optimal child is facing a crisis in the hands of parents who never see worth creating enough time for their children.

4.5.2 On Emotional Support versus Category A's educational level

Emotional support is the focal point of this research; it is an aspect to be taken very seriously as far as a child is brought up. One of the respondents who held a diploma in hotel management and catering said that emotional support to a child is not necessarily depended on the level of education a househelp possesses but the amount of dedication, love and affection to the child regardless of how much one earns at the end of the month. Young children's relationships with their mothers typically affect their development more than father-child relationships (Joseph Rowntree Foundation, 2007).

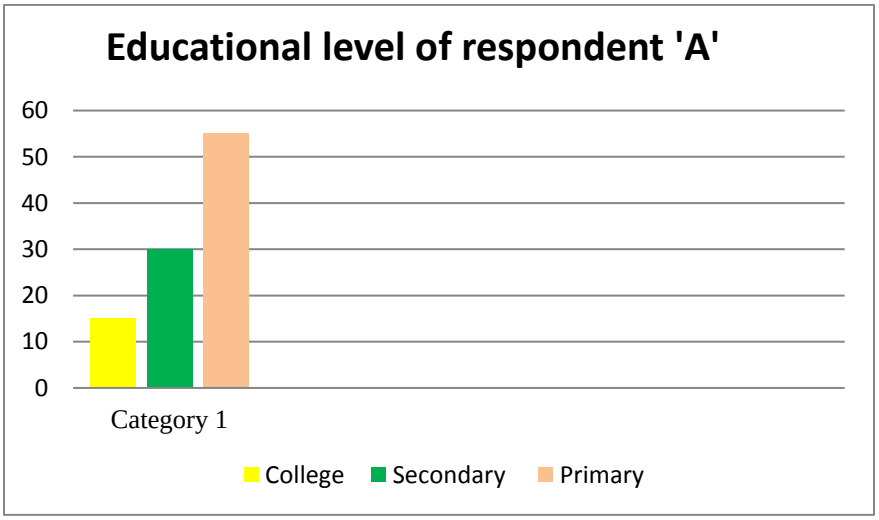
The child's psychosocial growth is vital because this prepares him/her to understanding society in which he lives and how to be relevant in it. Child's cognitive growth is the process by which a child understands the world changes as function of age and experience. The primary focal point of this theory developed by Jean Piaget was to suggest that children around the world proceed through a series of stages of intellectual development in a fixed order. The differences occurring in every stage are in form of both quantity of information at each stage and quality of knowledge and understanding as well. The focus of househelp's place in cognitive developmental is a matter not to be overlooked (Feldman, 2011:344).

Figure 6: Educational levels of category 'A'

The table below indicates the educational qualification levels of househelps sampled:

Respondent category	Level of education Out of 20	Harmonized responses on emotional support
a. College certificate/diploma	Three	Emotional support to an child is better if a mother does it
a. Secondary dropout & KCSE qualification	Six	Emotional support is depended on friendship between child and caregiver
b. Standard Eight KCPE	Eleven	Most of househelps in this category said that they cannot comprehend meaning of emotion and how imperative it is to a child. However, four said that so long as a child is comfortable under her care, they are well.

Figure 7: Preference of HH based on Educational levels in %



Source: Researcher's own development

4.5.3 Language Imperative: Category 'A' Responses

Our cultures should best fit to develop manners and values that are acceptable subset of social norms which are informally enforced through self-regulation. Manners refer to good or bad indicating whether or not a behavior is socially acceptable. Every culture across the globe adheres to a different set of manners, although a lot of manners are cross-culturally common actions. Manners are taught at an early age through parental discipline to prevent children from risks of adopting a societal wayward character. Cultural norm manners typically demonstrate a child's ability to display self-control and be always courteous as he/she grows. While bringing up children in a town setting, adherence to cultural norm manners allows for the demarcation of socio-cultural identities and the creation of boundaries which inform who is to be trusted or who is to be deemed as 'other' has become a challenge.

Househelps interviewed in Zimmerman estate gave nearly shared response on matter language that they often use to communicate to the child. Kiswahili is a standard language thus dominant medium of communication. The findings show that children are not able to speak vernacular (father or mother's local language) and they go on to prove that English, which is a foreign language though official in Kenya is much proffered as compared to Kiswahili and mother tongue especially among school going children. Househelps have the capacity to salvage the dying mother tongue only if the children they care are from their typical ethnic group. For example, a Kikuyu househelp can teach a growing child some words in Kikuyu and that improves culture. Language is very important for communication purposes.

Children between the age of 1 ½ and 6 learn an average of nine new words per day. The study continues to say that parents throughout the world simplify the language-learning task by speaking to their infants in parents –a pattern of speech that prologs the vowels, making clearer than usual the difference between words such as cat and cot. The mother's vernacular in Zimmerman estate is becoming a thing to overlook in future if mothers are not keen on teaching their children mother tongue. From the structured interview guide, most respondents doubted if children they are charged to bring up will ever be able to construct a short simple sentence in mother tongue or even just have a glimpse of it. Mother tongue is therefore dying off in town parenting (Kalat, 2011:301).

4.5.4 The Role of Househelp in Child's all-round Development: Category 'B' response

The first research question of this study seeks to know the contribution of the househelp on child's all-round optimal growth and their general responsibility in parenting. According to one of the parent respondent, 'Nanjala', though not her real name and works as a manager in one of the companies in the Nairobi's CBD office, a househelp's involvement in child's development is pivotal and unavoidable. According to her, parenting is a communal phenomenon to be carried out between the parent and the househelp. 'Nanjala' concurred with the fact that children are indeed great friend to the househelp whom they refer to as aunty. In an encoded recorded clip, Nanjala exclaimed:

> My girl (house worker) is my child's greatest friend. She is able to take care of all child needs including emotional ones. She at most times presents to a child as a mother figure. Being a mature lady who is a mother as well, I have no problem spending whole day out at my place of work because I am sure of my child's well being. Yah, I have absolutely nothing to worry about, am comfortable (Nanjala, May 2017).

The above obtained data tries to answer the first research question on ways in which the househelps have contributed to child's optimal growth to functional human being in the society. According to researcher's close analysis and evaluation of this data, parents operate on mutual trust on their househelps. Once trust component is met, a parent has no problem with staying away all day long because she trusts her manager more that fears of how child is taken care of while she is busy with her work. Accordingly, life in the city is tough and expensive. The parent has to invest most of time at work to meet family needs and settle mandatory bills like paying for electricity bill, house rent, househelp's salary, church's tithe, school fees, car repair and fuel and many other things. Nanjala held to the fact that househelps are here to stay and are part of the family circle makeup thus they should be treated with respect and their monthly salary paid without delay and it should indeed be a reasonable token.

4.5.5 Preference on educational level –Respondent category 'B' –Continued

During study, the structured interview with a young parent generated varied opinion on matter educational level as determinant for efficient housegirl. According to Liz, not her real name, her child had been boycotted several time by girls who exited without her consent and had no option but to apply for a short leave off work to fix the situation. During the interview, Liz held

that she will never employ a househelp whose qualification is beyond primary school. By the time of encounter, Liz had stayed with her standard eight drop out house chore worker for one year, nine months and this was what she exclaimed:

> As a government security officer, I cannot at any other point rush to having under my roof a househelp with higher qualification. The tree preceding girls quit job without notice and this gave me a very hard time to try to look for a replacement (Liz, 2017).

According to Liz's response to the interview, consistency of a househelp cannot be fully relied upon neither can her reliability be fully depended on. One is employed by employer 'X' but in the mind and behind the scenes, she is exploring other place where salary is somehow higher as compared to the present one. This kind of tendency is a pointer to a problem due to love of money more than a child being taken care of.

4.5.6 Role of Househelps in Child's nurture, Cognitive Development and Social Development: Category 'A' response -continued

The second objective and the question of research pertaining the role of the househelp in upbringing of the child, mind growth and social orientation is fundamental. For this sake, the househelp is at the glance because some have been reported to have turned against their mandate and become brutal and injurious to a child. In the literature review in chapter two, the case of a Ugandan househelp of dragging baby on the flow, stepping her and beating her was one of the melancholous phenomenon that a househelp should not do. During the structured interview, one of the respondents who wanted anonymity recalled Ugandan incident and this is what she had to exclaim in Swahili language:

> Hiyo ndiyo tabia mbovu ambayo mimi sitawahi jaribu kufanya. Nilisikia kuwa huyo msichana wa Uganda alilazimisha mtoto kunywa uji na akampiga karibu kumuua. Mimi nachukulia hii kazi yangu kama baraka kutoka kwa Mungu na kwa hivyo sitaki kumkosea kwa kutesa kiumbe chake ambacho hakina hatia (Respondent, May 2017).

Loosely translated,

> I will never do such a silly thing and I will never attempt it either. I heard that that girl of Uganda force a child to take porridge and beat her to almost death. I take this job of mine as a blessing from God and therefore I do not want to involve myself in humiliating God's innocent creature (Respondent, May, 2017).

For sake of discovering the role of househelps in child's nurture, cognitive autonomy and social development, respondents from all three categories of parents, househelps and bureau staff

concurred that a child is brought up and made a whole person through combined efforts from these categories not forgetting the school and the society contribution. No child in the society can stay alone. According to Ikenye, marriage and family are societal agents of teaching and training what is optimal and functioning in the society and all teachings have to be approved to be of value. From generation to generation, socialization role of marriage and family supports in the structuring of value system. He continues resonating that the society charges couples with the responsibility of nurturing. Moreover, Ikenye argues that marriage and family have the primary role of socializing her children as parenting figures, that is, father and mother provide socializing environment where peace and justice is lived out and practiced. He gives an example of a child born in an alcoholic family that this child will not only be vulnerable to be future alcoholic but also an abuser of others and poor relational boundaries (Ikenye, 2013:65).

4.6 The Imperative of Home Environment for Child's Emotional Sustainability

Day full-time employment is a 'culture' of most parents residing in most estates in towns as psychologist studies on careers and jobs say reveal how people feel about their work situations. According to Wood, the levels of job satisfaction, predicts not only how happy and productive one becomes on the job but how positively one feels about other aspects of life. The aspect of life that needs to be adjusted is employment schedules versus family time with the child's emotional comfort. The home environment is solely a creation of a parent and in that set milieu a child is born and brought up to be an independent individual (Wood, 2014:297).

According to the close study of home setting, the data assembled from the focus group category A, responses were that a good number of parents have made sure that their homes are secure from danger, rental fee paid in time, there is sufficient food among other things that make a house warm and enjoyable. However, a child in this great environment misses parental firsthand touch and love. Being aware of the need for work for parents and support for same, one of the respondents, Mwende, not her real name exclaimed in Swahili language:

> Unajua ni vigumu kwa wadosi wangu kufika home mapema kwa sababu business yao huko tao huwa inawashika tu sana. Unajua hii kazi ya hoteli inataka mtu mwenyewe awe hapo tu ndio kila kitu iendelee sawasawa. Tena wasipofanya kazi yao mimi sitalipwa mshahara mwisho wa mwezi. Mimi bora chakula iwe kwa nyumba, hawa watoto wako tu comfortable kuwa na mimi. Na hata ni ka hawamiss masa na mbuyu wao kwa sababu mimi nawapea yenye wanataka (Mwende, 2017).

Translated:

> As you know it is not possible for my employers to return home early because their business in town holds them much. As you know this hotel work requires the owner's presence for everything to go on right. Again if they do not carry out their work I won't be paid at the end of the month. For me, so long as food is available in the house, children are just comfortable being with me. And it is as if they are missing their parents became I give them anything they need (Mwende, 2017).

Having heard from 'Mwende', child's emotional stability is contributed by conducive atmosphere and kind handling by the primary caregiver. Reading into her words, most parents are working extremely harder to keep their houses warm and packed with food and other things that make a child comfortable.

4.6.1 Respondent 'C': Bureau Staff

The imperative of the bureau in child affairs may be thought to be a non-issue but it was worth to know that most househelps were connected to their employers from these points. According to the response from the Kagotha House Girl's Bureau in Base, most girls who seek house chores jobs were in the increase. The owner of the facility, Wanjiku (not her real name) exclaimed:

> Wasichana wenye wanatafuta kazi ya nyumbani ni kubwa na watu wenye wanatafuta wasichana wa kazi ni kama inapungua. Wazazi wengi wanaokuja hapa wanaulizia wasichana waluhya. Kama mluhya hapatikani, wanaitisha mkamba. Wasichana wa Agikuyu hawatafutwi hivyo, sijajua haswa sana sababu ya wao kupendelea waluhya kuliko kabila zingine (Wanjiku, May, 2017).

Translated in English:

> Girls who are looking for house chores job is increasing as compared to parents who come looking for them in the bureau. Most parents who come here ask for Luhya girls as preference and in the case a Luhya girl is not found, they opt for a Kamba. Girls from Kikuyu ethnic tribe are not preferred and I don't know reasons for this and reasons for Luhya preference (Wanjiku, May 2017).

The Bureaus are agencies with mandate to serve as a center where girls willing to serve in capacity of house worker are staged and subsequently connected to parents. In reference to above quotation of Wanjiku during the structured interview (being sub set information for other two staffs), some househelps are opting to take up this kind of the job due to pressures of life

and unemployment rate in the country. In as much as academic qualifications are things to be considered before one is employed, for a househelp job, the issue of academic qualification is not a big issue. According to the respondent who could respond in Swahili, she exclaimed:

> Mambo ya masomo hawaulizii sana. Ijapokuwa kuna wazazi kadhaa ambao wanataka msichana mbaye amemaliza form four ndio awe akisaidia mtoto kufanya home work zake na kumfundisha kizungu (Wanjiku, May 2017).

Translated:

> About education capacity, most parents seemed to care less except a handful that prefers employing a form four leaver so she can assist a child in doing assignments and also teach a child English (Wanjiku, May 2017).

Househelp is however required to possess the national Identification card. Other certificataes like the police clearance certificate, Police abstract are not mandatory. The other requirement is that househelps must give the phone number of the person they know for more information search and help in case such information shall be needed from them.

The relevance of this data is that, girls who seek house chores are primarily tasked to take care of the child above other house chores. Because this study looks at filling the parenting gap among parents and the place of the househelp in child's optimal growth, the training of the househelps should be an issue so that parents can, at the end of the day get professionals who will do parenting equally better.

4.7 Best Practices that can sustain Parent-Child Attachment

At this point, the research sought to answer the question of attachment and how best this important psycho-heath can be maintained. According to report gathered from the respondents category B, children of the age above 1 ½ years in this technological and mobile phone era have no problem talking to their parents who are away at work through househelp's connection. The importance of children talking to the mother (in particular) and the father at some point helps boost her/his confidence and happiness. The most important thing a child can get from the mother who is far away is a promise of a gift ones she gets back home. In the events of children recurrent conversing with the parent helps them master their parents' voice and by so doing, some iota of attachment is built.

4.8 Conclusion

The chapter focused on data analysis as the study identified that a child suffers emotionally silently and a handful of parents in Zimmerman estate has tended to take matter emotional attachment lightly. From the data categories ‘A’ and ‘B’ and ‘C’, the child was the focal point without whom, research conducted would have not been conducted. It was poignant however to notice that a number of househelps exit their jobs abruptly leaving a child who had emotionally connected to them in dismay and confusion. Parents who participated in the study were hesitant to admit the fact that their children were emotionally disoriented from their first hand touch. The next and final chapter sums up the entire study by giving the summary, recommendations and finding of the study.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The chapter presents the summary, conclusions and recommendations of the entire research. It determines whether the research objectives and research questions threshold posted in chapter were met or not. However, househelps were deemed key players in child upbringing as parents were seen to have abrogated their God-given parenting mandate and transferred it to the househelps. The conclusion explains gaps that the study was trying to seal.

5.2 Summary on Parenting Today

Being an issue that has existed since the creation of the world, parenting is and shall continue remaining parental obligation. The review of parenting in the postmodern era today, this research, right from the first chapter through the fourth hypothesizes parenting as being in utter crisis especially in the urban capital of Nairobi and relatively all other town in Kenya. The significance of this study is a clarion call on all parents today and a lesson to parents in future to go back to the basics of parenting, especially learning vital ancient healthy lessons that have since changed with entrance of postmodernism.

In Kenya, couples in towns today have to take this task as o no issue because they have their bank on househelp who will take care of the child as they take care of their work. The cost of living in towns is undoubtedly high as compared to a life 20 years ago. In chapter two of the study; Literature Review, parenting model is fascinating as work-family crisis takes the centre stage. However, citing from the information on househelp's imperative on bringing up a child was still an issue to be looked into seriously. In December 2016 in one of the dailies, a girl who had been considered for the househelp's job in Nairobi deliberately killed her daughter perhaps to ease the burden of parenting on her part and be accepted on the other side where she had secured a job. This poignant scenario, according to this summary, tells how parenting for money is far preferred than parenting own child.

5.3 General Findings: Justification of the Study

Having closely analyzed and encoded data collected from three-category respondents, the study objectives were met and questions answered in the following ways:

The first finding held a justification to the first objective and question on assessment of effects of day-long employment to the child. The study summed up that a number of parents in Zimmerman estate stayed away from their children creating parental vacuum but on the other hand, such absence could not be avoided in any way whatsoever due to work demands. Lack of parental involvement in child rearing during the day led to parental irresponsiveness.

Secondly, the role of househelps was deemed fundamental and unavoidable in households whose both parents are day-time bread winners. The househelp had to inevitably step in the place of the mother and offer requisite friendship, companionship, accommodation and indispensable emotional attachment to the child.

Thirdly, the study identified best practices that could help the parent-child bond sustainability through work-family balancing formula whereby, a mother in particular was to arrange with the supervisor or employer on how to be off duty before the day lapses in the evening to at least link up child before he/she retires to bed. This kind of proposed arrangement recommendation, according to findings, could face fierce either positive or negative avail.

5.4 Demographic of Parenting:

5.4.1 Review of Househelp's Place in Child's Life

According to the data collected from the focus groups, parenting is not parent's per se; it is househelp's. Furthermore, findings reveal that a number of these house workers on 'good' monthly salary do their work passionately with minimal supervision. A househelp is s dominant variable in the entire study and her role on child care, emotional support and home environmental care is entirely principal. The househelp can do her work independently and with self drive only if her firsthand esteem needs (financial needs) are satisfied and the relationship between her and employer is perfect. To a child at home, a househelp is the playmate, housemate and indeed worship mate. Her role in shaping the child to optimal intelligence growth and stand-in mother figure is very crucial.

From focus group ‘A’, (Ref. to chapter four), the househelp plays a role in child’s initial formal education. This point is validated by data obtained from focus group ‘B’ who, in preference, go for girls whose educational level is beyond standard eight. A form four qualification to nearly all respondents in the study preferred to employ a girl with a KCSE certificate.

5.4.2 Role of Parents in Child’s Early Life: summarized undertaking

Primary role of bringing up a child won’t be shortchange; it ever remains parent’s especially the mother. However, the town parent, as compared to local village parent is that, she is always out in search for basic, physiological and emotional needs for the family. The work-family conflict has left scores of parents torn into two. According to some of them who participated in the structured interview as discussed in later immediate chapter, would choice between work and staying on with the infant they would have settled on the latter. Apparently, the economic demands in Zimmerman estate are ever high. The house rent is relationally high and cost of daily travel to and fro work is equivalently higher.

Underlying challenges of low pay to most mothers compels a number of them to opt to work extra hours for sake of earning a reasonably higher monthly, or weekly or daily wage package. The child is a gambled phenomenon in this scenario especially when young mothers with children less than five years of age deliberately choose to rather go for overtime working schedule for sake of earning much money.

5.5 Conclusions

The study closely assessed children psycho-wondering at their tender age due to unavailable parent as the study aimed at exploring effects to this and suggested solutions to the problem. The aspect of emotional detachment notwithstanding challenges of high cost of living; a factor contributing to parental absenteeism, the study noticed a gap of lack of professional psychosocial support to children experiencing pinch of loneliness. These children had psychopathological feelings packed in them. The study recommended that such children be linked with a professional child counselor for psychosocial support. All the objectives of the study were exclusively met and questions duly answered however, the researcher suggests further study in matters parenting wholesomely.

Househelps are inevitable home employees whose services are deemed very crucial as far as working for parents is wholly concerned. These persons should be treated with dire respect and be referred to through their titles of house managers. People should desist from using demeaning names, like '*mboch'* or '*maid'* or '*msichana wa kazi'* translated 'Girl who works'. The profile of househelp's work should be improved and salary scale take up from the normal peanuts they take home at the end of the work. There are a number of them who also have children whom they have to take care of. In other words, househelp's sacrifice their own emotional attachment to their little children to other children because of search for daily bread.

5.6 Recommendations

Having done research from the very preliminary suggestion level through literature review and finally to the data collection and subsequent analysis, the submission hereby is that the househelp chore should be streamlined and be regarded as one of the employment opportunity for both girls and boys. The government should therefore move ahead and establish training institutes for house chores professionals. This suggestion is brought forth in regard to Kenya's employment crisis whereby white color jobs have since become jobs for the elite and the learned cream as menial works remain domain of the uneducated. This assumption however is prone to critique and positive recommendation hitherto to be taken as important as possible.

The House Girl's Bureaus should set qualifications to be met by the young girls who present there for job search. They should take care of educational factor not to lock out girls with primary qualification. Though this recommendation may at the end of the day cause uproar and protestation, the standards for girls to work in house chores should be raised to add parenting capacity of girls for sake of improving a child's early formal life.

Parents should set their own standards and be choosy when it comes to employing househelp. It was reported that some bad mannered girls disfigure this habit at the earlier times of their work only to make the habit open later on. Some girls have been reported to have colluded with gang groups that have eventually accessed houses and looted valuables, as other go forth adducting children.

Househelps should possess the national identification document and should be approved people of an adult-attained age of at least eighteen years. In addition, the researcher recommends that

househelps should be persons whose morality and criminal record is known by producing the criminal clearance certificate- Police abstract from the office of the Directorate of Criminal Investigation (DCI). This proposal comes in the light of child abduction/trafficking cases for ransom and child abuse from a number of earlier reported syndicates.

The recommendation on validity of research permit from the National Commission for Science, Technology and Innovation (NACOSTI) with the authorization for research from both Ministry of Education and County Director of Education respectively should help researcher deal with research limitations. For example, researching on househelps means going for them where they work. Househelps are indoor workers and accessibility to them becomes very hard due to ever locked apartment gates, a number of uncooperative apartment caretakers and suspicion of being thug.

The researcher recommends that househelps should be assisted emotionally to deal with their person myriad psycho-challenges and pathologies. We have a number of them who have left their young babies of ages like one and half years or even two to go and take care of another person's child so long as she gets a daily bread for her child back in the village who is taken care of by the grandmother or the aunty or other relative. The psychosocial support for house girls motivate them to dedicates their best in their work. They forget about personal conflicts that may lead them to kitchen accidents and mishandling of the children they are tasked to take care of. It must be knotted that one can only give that what he or she has; a househelp can only give healthy psychosocial support to a child if herself is indeed stable in psych functioning.

To answer the third and final research question of this study, the researcher recommends that parents with children of about 1 ½ years to come up with a link up initiative through mobile phone communication. In spite of danger of magnitude of mobile phone radiations on tender child's ear, a mother in particular should speak to the baby at least once in a single day. I suppose that through such a talk, child's morale boosts and happiness enhanced especially when mother tells him/her that she would be bringing her something good inform of a gift.

The researcher recommends the need for change of work place in case schedule engagements of that place cannot allow parent's flexible time to link up with the child sooner before he/she sleeps. This proposal seems extremely hard but for the love of the child, schedule flexibility

initiative inevitably serves as remedy to a child who has kept all day long waiting for the return of the mother or father.

The researcher recommends further research on matter parenting so to discover other sort of knowledge that this study has not managed to gather for benefit of bank of knowledge. The state should set aside research fund to support passionate researchers who would wish to delve into such empirical studies and are stranded over monetary issues.

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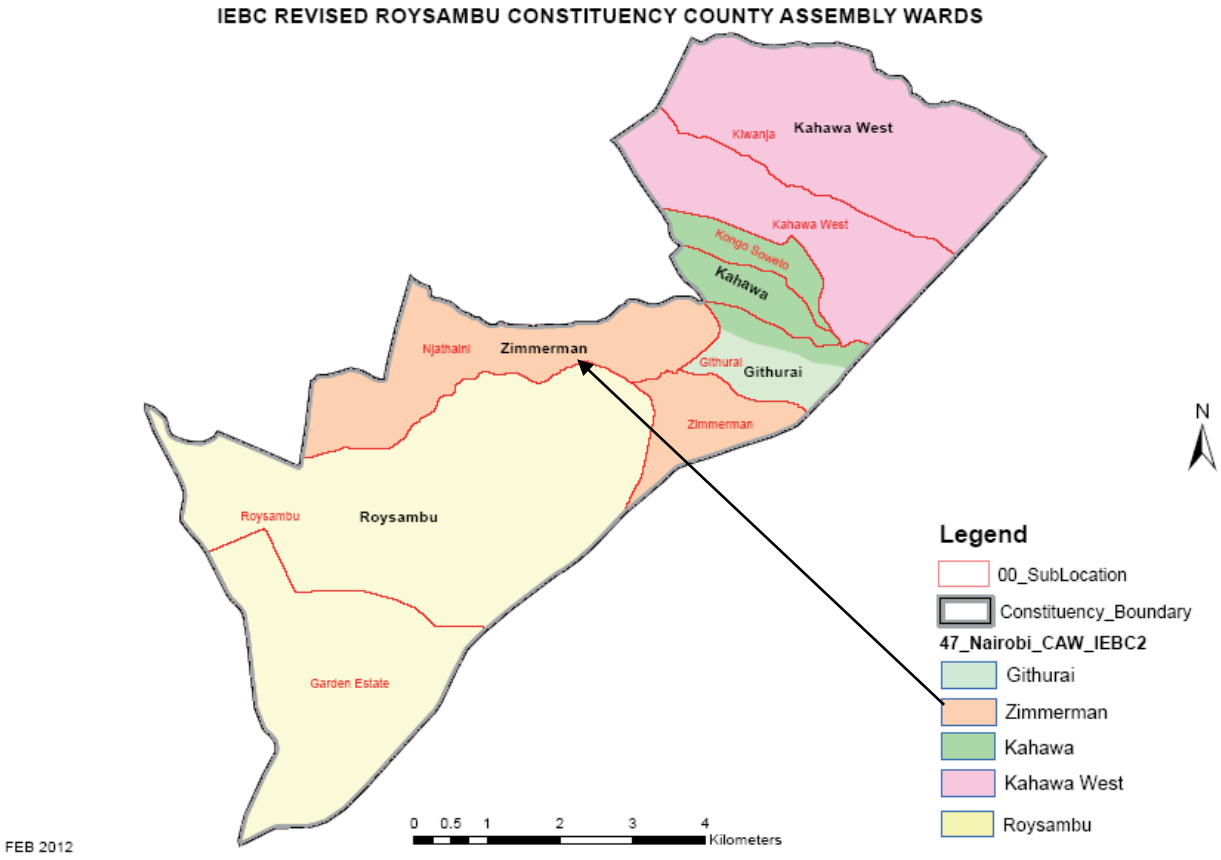
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Appendices: Appendix 1



The Research area is identified by the pointer arrow in the table

Appendix 2: Questionnaire for Househelps

Kindly provide the answers to the following questions by either putting a tick [√] or [×] or giving appropriate answer. All information given will be treated as confidential.

Section (a)

BIO DATA

[1] What age bracket do you fall among options below?

(18-25) Yes ☐ No ☐ (26-40) Yes ☐ No ☐

Other_____ (specify)

[2] What is your religion?

Christian ☐ Muslim ☐ Hindu ☐ None ☐

other_____(specify)

[3] Educational level

Primary ☐ Secondary ☐

Tertiary/College ☐ University ☐

Section (b)

1. What are some of effects of full daytime employment of parents to their children's early life?

   _____

   _____

   _____

2. What do you always do to the child that makes him/her like you and is always comfortable with you?

   _____

   _____

   _____

3. How best can a child maintain strong ties with the parent despite him/her being away for nearly whole day?

   _____

   _____

   _____

   _____

4. Do you at some point help child in matters faith; maybe reading scriptures with him/her?_____

   _____

Section C:

Question	**Strongly agree**	**Agree**	**Neutral**	**Disagree**	**Strongly disagree**
Parents prefer working than staying with children					
Children are always crying for parents during their absence all day long					
Parents have time fully with children in evening after work					

[2] How old is the child/children you are taking care of now?

_____

[3] What were the early challenges encountered when the child/ children was first relayed over to you for nurture?

_____

_____

_____

_____

_____

[4] How do balance between caring of a child and working on other house chores?

_____

_____

_____

_____

_____

[5] During your stay with the child; does s/he insist to see the mother who's away on job?

_____

_____

_____

[6] What language do you often use to communicate to the child?

English ☐ Kiswahili ☐ Any other? _____

[7] Do you have any contract agreement for your work? Yes ☐ No ☐

If yes, how long is it?

_____

_____

_____

[8] How much is your monthly salary range?

Kshs 3,000-5,000 ☐

Kshs 6,000-10,000 ☐

Any other?_____

[9] Are you comfortable with the monthly pay package you are earning now?

Yes ☐

No ☐

Somehow ☐

If yes, are you doing some saving? If yes, in

Bank ☐

MPESA

Mshwari ☐

Any other?_____