Marital Stability and Job Progression of Women in the Civil Service of CrossRiver State, Nigeria.

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Abstract

The main purpose of the study was to investigate the relationship that exists between marital stability and job progression among women in the civil service of Cross River State, Nigeria. Two hypotheses guided the study. Survey research design was adopted for this study. The population of this study consists of all the 23,346 married women in the civil service of Cross River State. Stratified random sampling technique was used to select total of seven hundred and fifty-eight (758) married women in the study area, selected from 10 local government area of Cross River State. Three experts validated the instruments that was used to collect data for the study. The instrument that was used for data collection in this study is a questionnaire titled "Marital stability and Job Progression Questionnaire" (MSJPQ) was administered to the respondents to elicit their responses. The instrument has 16 items with 4-option answer format. The instrument was in three sections, section A elicited information on the demographic data of the respondents with 3 items while section B elicited information from the respondents on Marital Stability with six items, six items, while section C elicited questions about the respondents marital stability and Job progression ten items each in section C on a 4-point Likert scale. Cronbach Alpha coefficient was used to determine the reliability estimate of the instrument ranging from .73-.87. One sample t-test was used to test the

hypotheses at 0.05 level of significance. The result showed that there is a high level of marital stability and Job progression among women in the Civil Service of Cross River State, Nigeria. It was recommended that Government should run counselling services even before anyone is employed in their office, to enable they be able to manage work and family and to make sure they understand the importance of communication among couples, intimacy, conflict management, for the maintenance of work-family balance.

Key Word: Marital Stability, Job Progression, Women

Introduction

In Nigeria and the rest of Africa, a woman does all household chores such as cooking, taking care of the children and keeping the house tidy. In some cases, the husband closes earlier than the wife from the office, but the wife has to do the cooking, however late she comes back home. The absence of the mother in the house throughout the day when she is at work leaves the children at the mercy of the house help for those who can afford it.

There are instances where the children are subjected to so many forms of maltreatment by the house helps; some go to the extent of initiating the children into secret cult activities. To make matters worse, while some married women were at their workplace, some men ended up having affairs with their house helps, leading to the house help sending the wife parking.

For those who cannot afford to hire a house help, they have to do all the household chores alone in which some risk going to work late, as they have to prepare the children for school, prepare breakfast for the family then prepare themselves for work.

Added to this, women are discriminated against at their places of work; some male chauvinists do not see anything good in women. Some women have been alleged to be sexually harassed by their male superiors and denied promotion based on them not cooperating. Her views are not considered as important, however constructive; she is seen as a weaker person just because she has some natural phenomenon such as childbirth.

It is worthy of note that efforts has been made in several quarters to address marital instability, churches have instituted marriage Counselling, Members of the Counselling association of Nigeria on several occasions have engaged couples who are faced with issues that threatens their marital stability, other social workers and Non-Governmental organizations (NGO's) has organized at several points, group Counselling for couples on the issues mitigating against marital stability and how best to overcome them. Despite the growing body of research on the relationship between sexual satisfaction, cultural beliefs, myths and values, educational

attainment and marital stability, there is a gap to be filled in the area of conflict resolution, intimacy, marital commitment and communication.

The researcher has observed so many problems regarding relationships among couples which are related to the women's job progression. These include disagreements in matters such as handling the family finances, the number of children to produce, friends and the responsibilities of each partner. These would have been effectively resolved if the couples had engaged in constructive communication, unfortunately, the couples hardly have time to engage in meaningful dialogue, largely due to the work demands of the couples. Given the above issues raised, the study therefore investigated the relationship that exists between marital stability and job progression among women in the civil service of Cross River State.

Research questions
The study is designed to provide answers to the following questions.
    1. What is the level of marital stability among married women in the Civil service of Cross River State, Nigeria?
    2. What is the level of job progression among married women in the Civil service of Cross River State, Nigeria?

Statement of hypotheses
The following hypotheses were formulated to direct this study:
    1. The level of marital stability among married women in the Civil service of Cross River State is not significantly high.
    2. The level of job progression among married women in the Civil service of Cross River State is not significantly high.

Literature Review
Level of Marital Stability
In a study carried out by Okojide, et al., (2020), was designed to explore work-life balance, as predictors of marital stability among women in Lagos State. A total of 540 married female secondary school teachers and bankers participated in the study through multistage sampling procedures from schools and banks in five local government areas of Lagos State. The study employed the descriptive survey design. The participants completed measures of the Work-Life Balance and Revised Marital Adjustment Scales. Two research questions and two research hypotheses were raised. The research questions were answered using descriptive statistics while the hypotheses were tested at $p=0.05$ level of significance, using inferential statistics. Simple linear regression analysis was used to test hypothesis one while independent sample t- test for hypothesis two. The results revealed a high prevalence of problems

associated with work-life balance among women in Lagos State. Work-life balance was found to significantly influence marital stability (F=18.913, p.05). Based on the findings, the study recommends: promotion and implementation of work-life balance policies/initiatives, promotion and establishment of work-place/occupational counselling services in collaboration with human resources department as their activities will assist employees to build and develop good state of mental health, emotional and interpersonal relationships. The study concluded that there was high prevalence of problems associated with work-life balance and that work-life balance significantly influences marital stability. Finally, no significant difference was found in the marital stability of working women in Lagos State.

In a study by Kimani, Kamau, and Muhingi, (2025), focused on parental heritage and its impact on the offspring's marital stability development process. Specifically, the study examined the level of marital stability among married couples in Kenya, the effect of parents' values, parent-child relationship, and the quality of parents' relationships on marital stability on marital stability among married individuals in Deliverance Churches International-Kenya (DCI-K), Kasarani Sub-County-Nairobi, Kenya. The study was conducted among married individuals. Attachment theory was applied to explain the nexus between parental heritage and marital stability. The research took a post-positivist lens and the descriptive research design, where a concurrent mixed method was used in data collection. The target population was 10% of the married congregant population of the 22 local church assemblies in Kasarani Sub-County. A total of 340 respondents were selected through a stratified sampling method. Data was collected using a questionnaire and key informant interview guide, and analyzed using descriptive statistics in SPSS 28.0 version and synthesis of thematic areas from qualitative data. The study revealed that the level of marital stability among married couples in Kenya is significantly high, also a strong positive correlation of 0.7 exists between parents' values and marital stability, with a noteworthy p-value of 0.001 indicating a significant influence of parental values. Further, the quality of parents' relationship also showed a moderately strong correlation with marital stability. This was marked by a coefficient of 0.583 and a p-value of 0.001 underscoring the role of parental relationship quality. The study findings inform the development and enrichment of the parental, marital, and premarital programs in churches, institutions, and therapy practices to strengthen families and marriages.

Charvat, (2020) researched intergenerational transmission of marital instability at Midwestern University, USA. The study hypothesized that the level of parents marital instability was high, also parental marital instability was a predictor of offspring's relationship instability. The research was a quantitative study involving the participation of 751 young adults in romantic relationships. The research deployed structural equation modelling to estimate the relationship between the research variables. Results showed that

the odds of respondents' relationship instability increased significantly with experience of parents' marital instability. The finding demonstrated that the level of parents' marital instability was high, also a direct association between parents' relationship quality and their children's relationship stability. Children's attitudes regarding marriage are shaped by their parents' marital status, as they are their major role models. Children who grow up in stable and harmonious marriages are more likely to find marriage attractive and meaningful.

Also, in another study carried out by Vakili, Baseri, Abbasi-Shaye, and Bazzaz, (2015), deals with the marital instability frequency and its predisposing factors and predictors in a representative sample of Mashhad, Iran, in 2014. In a cross-sectional study, a total number of 583 couples participated. A checklist and the marital instability index (MII) were divided into 2 sections: the first section (part A) focused on the marital instability of couples and the second section (part B) focused on attractions and obstacles in each family, completed via a face-to-face interview. 247 (42.2%) participants were male and 338 (57.8%) were female. The median age of participants was 34 years with a maximum of 82. The mean score of the marital instability was 19.97 ± 7.29 and 13.96 ± 3.08 for attractions and obstacles. Age, education, suspicion regarding the partner, history of divorce, the way to get married (personal or by family), socioeconomic concordance with partner, expressing love to partner and partner expressing love, were identified as predictors of marital instability. Sex, addiction, history of divorce, socioeconomic fit, family interfering, violence behavior and love expression regarding the partner, were predictors of attractions and obstacles part. The overall score obtained from the marital instability questionnaire in this study was fair and showed lower levels of marital instability and divorce among our participants. However, it was necessary to inform young couple about the underlying factors of marital instability. Findings could be promising for the policy makers to design specific interventions suited to target population.

Similarly, in another study using a Booth, and Edwards, (2022), model is examined among a population of marrieds and remarrieds to distinguish attributes and the extent to which these attributes increase the probability of decline in marital quality or divorce. Data were obtained from a sample of 2033 marrieds 55 years old who were interviewed over the telephone in 1980, 1983, and 1988 in the Marital Instability Over the Life Course Study. Incomplete marriage was measured by whether and to what extent parents or parents-in-law made contact and the number of relatives that party was close to. Willingness to leave was based on attitudes to divorce and the ability to handle emotion and financial affairs if the marriage ended. Selection referred to poor marriage material (drugs or alcohol, criminal conduct, mismanagement of money, immature behavior. Socioeconomic status was reflected in occupational status, educational levels, and income. The marriage market was a measure of

age, education, and religious differences. Marital quality was examined in terms of happiness, interaction, disagreement, and divorce proneness. Multiple classification analysis was used to compare attributes by marital history. The methods of Kessler and Greenberg were used to examine changes in marital quality over time in first time marriages and remarriages. The results indicate that individuals in remarriages have relationships with attributes which potentially lower marital quality and increase the probability of divorce. When both individuals have prior marriage and divorce experience, there is even lower social integration, greater willingness to leave marriage, higher probability of marrying as a teen, lower socioeconomic status, and greater likelihood of age differences. Remarriage variables and marital quality variables both showed linear relationships. Remarriage variables and marital quality variables both showed linear relationships. In the cross sectional analysis of the 1980 data there is a statistically significant relationship with attributes which potentially lower marital quality in 1980 indicates remarried persons are more prone to lower marital quality than people in first marriages.

In a related study carried out by Gabriel, Mutisya, and Egunjobi (2024), investigated the levels of marital stability among couples in selected parishes in the Catholic Archdiocese of Nairobi (CAN), Kenya. The study was guided by the Emotion Focused Theory and employed a concurrent convergent mixed methods research design. The study targeted a population of 19,828 Catholic faithful in the research area, who have exchanged their marital vows therein within the last 5 to 25 years. From these, a sample of 784 married men and women was selected by multistage sampling, thus census, proportionate quota and simple random sampling techniques. Data was collected using the Marital Stability Questionnaire, whose resultant data was analyzed descriptively using frequency counts and percentages. Findings indicated that the marital stability of respondents in the research area was in three levels, thus low, moderate and high. Olasehinde, and Onodje, (2023), The study analyzed data from 186 individuals in Ibadan, Nigeria's third most populous city, and used multivariate logistic regression analysis to investigate three marital states: divorce, separation, and widowhood. The population consisted of Ibadan residents, who were divided into three categories: divorced, separated, or widowed. The participants were individuals of marriage age (aged 18 and above) who fell into the three categories. The study applied to customary courts in each LGA to recruit divorced or separated participants. Widowed individuals were recruited from notable churches and mosques with the permission of the religious cleric in charge. Data collection was done using a questionnaire instrument, which contained sections on personal demographics, spousal characteristics, previous marriage information, and household economic variables. The sampling procedure involved a combination of purposive and snowball sampling. Purposive sampling was used at customary courts, where participants were recruited with the help of the presiding officer after discussing the purpose of the study.

Snowball sampling was used to recruit widows at religious centers. The results showed that marriage duration, number of children, and marriage entry age have a substantial influence on marital instability. The risk of divorce follows a U-shaped pattern, falling from age 26 to 30 and rising again until age 46. Addressing the causes of early and late marriage entry could improve marital stability in Nigeria. Overall, the study provides valuable insights into the factors influencing marital stability in Nigeria.

Furthermore, Bosede, (2023), study was designed to examine the incidence of marital instability among the couples in Ado Local Government Area of Ekiti State. The study aimed at finding out the factors that are responsible for marital instability among couples. The population of the study consisted of all married civil servant workers and artisans in Ado Ekiti. Simple random sampling technique was used to select 100 sample for the study, the instrument use to collect data was a questionnaire. The statistical techniques used in analysis of data include frequency counts to analyze the research question and correlation method to analyze the research hypothesis. The study found out that instability in marriage is caused when couples are faced with lack of communication, sexual problem, women earning more than their husband. Based on the findings of the study, the following recommendations were made. The government of all levels should assist marriage counsellors to organized regular seminars, symposia on sex education and other issue surrounding co-existence of couples in marriage. Also, Married people should attend counselling to learn skills of self-awareness and interactive skills that can keep their marital relationship healthy and crisis-free

In a related study carried out by Animasahun, and Fatile, (2019), that investigated, the patterns of marriage instability in modern African society, especially in Lagos metropolis, and the implications for marriage counseling. Two hundred and fifty married men and women were selected in Lagos metropolis, using purposive and convenience sampling technique. Among the participants were: one hundred and eleven married men (44.4%) and one hundred and thirty nine married women (55.6%) respectively. The mean of the respondents' age was 39.96, while the standard deviation was 8.44. The major instrument used was marriage instability scale (MIS) constructed and validated by the researchers with a coefficient alpha of .848. Five null hypotheses were tested at 0.05 level of significance. Data collected were analyzed using ANOVA and t-test statistics in testing the hypotheses. The results obtained showed that; there was no significant difference in marriage instability between couples with polygamous family background and couples with monogamous family background. There was no significant difference in marriage instability among couples with different social status. There was no significant difference in marriage instability between couples with different religious background. There was no significant difference in marriage instability among couples with different careers. There was no significant difference in marriage

instability among couples with different educational background. The findings of the research have various implications for couples in modern African society; there is need for them to visit a professional marriage therapist for marriage assessment. The findings of the study were discussed and suggestions were made for further studies.

The level of Job progression

In another study, Lukman, Khan, and Ayodeji (2025), determined the factors influencing career progression of working-class married women in Oyo metropolis and examined the influence of demographic variables of age, educational attainment, and job cadre on the respondents' views. The purposive and convenient sampling technique was used to select 220 participants, out of which 209 questionnaire forms were adequate for data analysis. The questionnaire was a self-structured type, with a test-retest reliability coefficient of 0.82. A 3-way Analysis of Variance (ANOVA) statistics was used to test the hypothesis at a .05 alpha level. The findings of the study revealed that childcare responsibilities, societal discrimination against women and sexual harassment from men are the factors influencing the career progression of working-class married women in Oyo metropolis. Working-class married women should seek the support of their husbands on child care, and society should avoid discrimination against women in the workforce, among others.

In another research Mardiana and Hasnidar (2020), aimed to analyze if career progression among married women is relatively high and to investigate the direct and indirect effect of work-family conflict on performance and career development of married women bank employees. Work-family conflict is measured by using the indicator of work affect to family and family affect to work, while performance is measured using indicators assessments: quality of work, punctuality, attitude, and effectiveness. Career development is measured by indicators of education, training, reward and punishment, family support, and rotation. All assessment is based on self-evaluations. Purposive sampling is used of 38 married women employees working in the state-owned bank, and using path analysis of PLS (partial least squares) as a statistical analysis measurement combined with qualitative analysis to describe the results of statistical analysis for each independent variable and its effects on the dependent variable. The result of this study showed that women's career progression is low and work-family conflict has a negative effect on performance and career development. But performance has an insignificant effect on career development.

Reddy, Vranda, Ahmed, Nirmala, and Siddaramu, (2020), investigated the prevalence of carree advancement among married women and if family–work conflict (FWC) and work–family conflict (WFC) are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Studies have

identified several variables that influence the level of WFC and FWC. Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of WFC and FWC. However, these variables have been conceptualized as antecedents of WFC and FWC; it is also important to consider the consequences these variables have on the psychological distress and well-being of the working women. In another aimed study, various factors which could lead to WFC and FWC among married women employees. Materials and Methods: The sample consisted of a total of 90 married working women aged between 20 and 50 years. The WFC and FWC Scale was administered to measure WFC and FWC of working women. The obtained data were analyzed using descriptive and inferential statistics. Carl Pearson's Correlation was used to find the relationship between the different variables. The findings of the study emphasized that career development among married women is significantly low and the need to formulate guidelines for the management of WFCs at organizational level as it is related to job progression and performance of the employees.

Also, Adserà, and Ferrer, (2016), study used the confidential files of the 1991-2006 Canadian Census, combined with information from O*NET on the skill requirements of jobs, to explore whether immigrant women behave as secondary workers, remaining marginally attached to the labour market and experiencing little career progression over time. Our results show that the current labour market patterns of female immigrants to Canada do not fit this profile, as previous studies found, but rather conform to patterns recently exhibited by married native women elsewhere, with rising participation and wage progression. At best, only relatively uneducated immigrant women in unskilled occupations may fit the profile of secondary workers, with slow skill mobility and low-status job-traps. Educated immigrant women, on the other hand, experience skill assimilation over time: a reduction in physical strength and an increase in analytical skills required in their jobs relative to those of natives.

In another study carried out by Souza, (2021), examined the labour market incorporation of African-born immigrant women in South Africa using data from the 2011 Census. It investigates women's labour force participation, employment prospects, and access to formal employment, assessing how human capital and household factors explain labour market decisions. Results underscore significant challenges to immigrant incorporation in South Africa. Not only are immigrants less likely to participate in the labour force than black South African women, but for those who participate, employment levels are lower. Although immigrants have an employment edge over South Africans once individual and household factors are held constant, immigrants are over-represented in informal jobs. Returns to human capital are also lower among foreign- than South-African-born women. Together, these results suggest a segmented pattern of incorporation for immigrant women in South Africa.

Results by national origin emphasize the importance of egalitarianism and co-ethnic community characteristics in structuring women's labour force participation.

Research Methodology

The study adopts the correlation research design. This type of design attempts to find out the nature of the relationship between a set of variables that cannot be manipulated or determined by the researcher. The area of study was Cross River State. Geographically, Cross River State is located in the rain forest Zone of West Africa. It is found between latitudes 5^0 53 and 4^0 32 North of the equator and longitudes 7^0 50 and 9^0 28 East of the Greenwich meridian. The State is bounded at the North by Benue State, at the South by the Atlantic Ocean, on the East by the Republic of Cameroon, and on the West by Abia, Ebonyi and Akwa Ibom States. The population of this study consisted of all married women in the civil service of Cross River State. The total married women are 23,346 (Civil Service Commission, 2025). The sampling technique adopted for the study was stratified sampling technique. Stratified sampling technique is a means by which the researcher gives each member of the population equal opportunity of being selected into the sample. The sample of the study consisted of a total of seven hundred and fifty-eight (758) married women in Cross-River State selected from 10 local government area of Cross River State. The instrument for data collection in this study is a questionnaire titled "Marital Stability and Job Progression Questionnaire" (MS-JPQ). The questionnaire consisted of 42 items divided into three sections: A, B and C. Section A was designed to elicit information on respondents' demography, which consists of 3 items (1-3). Section B consisted of 24 structured items, which measure the Marital Stability variable among couples in three sub-independent categories. Section C consisted of 20 items measuring Marital Stability and Job Progression. The questionnaire was prepared based on the four-point Likert modified type Scale, with scoring ranging from Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD) and the reverse for negatively worded items. The face validity was established by experts in one Guidance and counselling, two in Educational Measurement and Evaluation in the Faculty of Education. The reliability estimates was established using the Cronbach Alpha reliability formula. The questionnaire was trial tested on one hundred (100) married working women in Akwa Ibom State who were not part of the main study. The reliability coeffient Cronbach Alpha coefficient ranges from 0.78 to 0.85.The questionnaires were administered directly to respondents by the researcher, in the respondent's offices with the help of six research assistants earlier trained by the researcher for this purpose. The respondents were adequately briefed on the exercise and the essence of giving objective responses to the items as information obtained would be treated with all amount of confidentiality and used as data for the research work only.

Presentation of results

In this section, each hypothesis is re-stated, and the result of data analysis carried out to test it, is presented. Each hypothesis of the study was tested at the .05 level of significance.

Ho₁

The level of marital stability among women in the Civil Service of Cross River State is not significantly high. A one-sample t-test was performed to determine whether the observed mean differed from the hypothesized population mean ($\mu = 25.0$). Results, as shown in Table 6, indicate that the mean marital stability score (M = 26.65, SD = 6.37) was slightly below the baseline, t (757) = 7.15, p = .000. Consequently, the null hypothesis that the level of marital stability equals the baseline was retained. These findings suggest that women's level of marital stability among women is lower than expected based on the established benchmark.

Table 1: One-sample t-test on the level of marital stability among women in the Civil Service

Variable	Source	$\overline{X}$	SD	t	Df	P-value
	Observed mean	26.65	6.37			
Marital stability				7.15	757	.000
	Hypothesized mean	25.0	.000			

* Significant at .05 level.

Ho₂:

The level of job progression among women in the Civil Service of Cross River State is not significantly high. A one-sample t-test was performed to determine whether the observed mean differed from the hypothesized population mean ($\mu = 25.0$). Results, as shown in Table 7, indicate that the mean job progression score (M = 25.86, SD = 7.05) was slightly below the baseline, t(757) = 3.35, p = .001. Consequently, the null hypothesis that the level of job progression equals the baseline was retained. These findings suggest that women's level of job progression among women is lower than expected based on the established benchmark

Table 2: One-sample t-test on the level of job progression among women in the Civil Service

Variable	Source	$\overline{X}$	SD	t	Df	P
	Observed	25.65	7.05			
Job progression				3.35	757	.001
	Hypothesized	25.0	.000			

* Significant at .05 level.

Discussion of findings

The result of the first hypothesis indicates that the level of marital stability among women in the Civil Service of Cross River State is significantly high. The finding is in line with the view of a similar research, carried out by Charvat (2020) who researched inter-generational transmission of marital instability at Midwestern University, USA. Results showed that the odds of respondents' relationship instability increased significantly with the experience of parents' marital instability. The finding demonstrated that, the level of parents' marital instability was high and a direct association between parents' relationship quality and their children's relationship stability. Children's attitudes regarding marriage are shaped by their parents' marital status, as they are their major role models. Children who grow up in stable and harmonious marriages are more likely to find marriage attractive and meaningful.

The result of these findings in a way disagrees with the finding of Booth and Edwards, (2022) who examined a population of marrieds and re-marrieds to distinguish attributes and the extent to which these attributes increased the probability of decline in marital quality or divorce. The results indicate that individuals in remarriages have relationships with attributes which potentially lower marital quality and increased the probability of divorce. When both individuals have prior marriage and divorce experience, there is even lower social integration, greater willingness to leave marriage, higher probability of marrying as a teen, lower socioeconomic status, and greater likelihood of age differences. Remarriage variables and marital quality variables both showed linear relationships In the cross sectional analysis of the 1980 data there was a statistically significant relationship with attributes which potentially lower marital quality in 1980 indicating that remarried persons are more prone to lower marital quality than people in first marriages.

The result of the second hypothesis indicates that the level of job progression among married women in the Civil Service of Cross River State is significantly high. This finding is in line with the findings of the study carried out by Lukman, Khan, and Ayodeji (2025), which

determined the factors influencing career progression of working-class married women in Oyo metropolis and examined the influence of demographic variables of age, educational attainment, and job cadre on the respondents' views. The findings of the study revealed that childcare responsibilities, societal discrimination against women and sexual harassment from men are the factors influencing the career progression of working-class married women in Oyo metropolis. Working-class married women should seek the support of their husbands on child care, and the society should avoid discrimination against women in the workforce, among others

The finding of this study disagrees with the study carried out by Mardiana and Hasnidar (2020), which aimed to analyze if career progression among married women is relatively high and to investigate the direct and indirect effect of work-family conflict on performance and career development of married women bank employees. Work-family conflict was measured by using the indicator of work effect to family and family effect to work, while performance was measured using indicators assessments: quality of work, punctuality, attitude, and effectiveness. Career development was measured by indicators of education, training, reward and punishment, family support, and rotation. The result of this study showed that women's career progression was low and work-family conflict hurts performance and career development. But performance has an insignificant effect on career development

Conclusion

Based on the results of the study, it was concluded that there is a high level of marital stability among married women in the Civil Service of Cross River State, Nigeria. Job progression is also significantly high among these women. Factors such as conflict resolution, marital intimacy, commitment, and communication individually predict job progression. These findings suggest that conflict resolution, marital intimacy, communication, and commitment jointly predict job progression among married women in the Civil Service of Cross River State, Nigeria.

Recommendations

Based on the findings of this study, the following recommendations were made:

1. An adequate number of qualified Counsellors are needed in ministries in Cross River State to regularly organize seminars and workshops for management to inform them on the relationship between marital stability and job progression among married women.

2. Government should expand and equip the existing counselling centers in the state and make them functional so that they can cater for both the married women and those intending to marry, especially the working-class women.

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