



**EFFECTS OF SUBJECTIVE WELL-BEING ON PARENTING
BEHAVIOUR OF WORKING PARENTS: THE CASE OF SAVE THE
CHILDREN EMPLOYEES IN ADDIS ABABA**

(MSWP-001)

BY

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NOVEMBER 2019

ADDIS ABABA



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MSW Dissertation Research Project (MSWP-001)

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**SUBMITTED FOR THE PARTIAL FULFILLMENT OF MSW TO SCHOOL OF SOCIAL
WORK, INDRA GAHINDI NATIONAL OPEN UNIVERSITY (IGNOU)**

NOVEMBER 2019

ADDIS ABABA

DECLARATION

I hereby declare that the dissertation entitled “THE EFFECT OF SUBJECTIVE WELL-BEING ON PARENTING BEHAVIOUR: THE CASE OF SAVE THE CHILDREN EMPLOYEES IN ADDIS ABABA” submitted by me for the partial fulfilment of the MSW to Indira Gandhi National Open University (IGNOU) New Delhi is my own original work and has not been submitted earlier, either to IGNOU or to any other institutional for the fulfilment of the requirement for any other programme of study. I also declare that no chapter for this manuscript in whole or in part is lifted and incorporated in this report from any earlier work done by me or others.

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CERTIFICATE

This is to certify that Mrs. Bizunesh Gelaw Tessema student of MSW from, Indira Gandhi National Open University, (IGNOU) New Delhi was working Under my supervision and guidance for her project work for the course MSWP-001. Her project work entitled “THE EFFECT OF SUBJECTIVE WELL-BEING ON PARENTING BEHAVIOUR: THE CASE OF SAVE THE CHILDREN EMPLOYEES IN ADDIS ABABA” which he is submitting her genuine and original work.

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ACRONYMS

OECD	Organisation for Economic Co-operation and Development
SWB	Subjective Well-being
OWB	Objective Well-being
GDP	Gross Domestic Product
PB	Parenting Behaviour
PP	Proactive Parenting
EGB	Encouraging Good Behaviour
SL	Setting Limits
WHO	World Health Organization
Eud	Eudemonic
Hed	Hedonic
LS	Life Satisfaction

ABSTRACT

Working parents are exempted from well-being and parenting related interventions due to the wrong assumption that they live a happier life and have positive parenting practices because of their educational and financial status. The purpose of the study was to assess the status of the subjective well-being and parenting behaviour of working parents and the effect of subjective well-being on their parenting behaviour. A mixed research approaches was employed. Accordingly, quantitative and qualitative research approaches and different methods were used to generate relevant primary and secondary data. Among 123 entire population of the working parents, 75 parents were drawn as a sample. The study found out that SWB (life satisfaction or happiness level) score of the working parents is very low. The women's situation is worse. The parenting practice of both parents is good in general. Females are better in practicing positive parenting than the males. However, setting limits and proactive parents stayed challenging to perform for both. The study revealed that subjective well-being has a significant effect on parenting behaviour. Specifically, sense of purpose, worthwhileness, feeling energy and autonomy found to be the factors affecting parenting behaviour. It also found out that there is a gap in subjective well-being status and parenting behaviour among the well-educated working parents which needs appropriate innervations at the individual, community, institution and policy level. However, further studies are necessary to understand the magnitude of the problem at a wider scope to design appropriate and contextualized interventions and policies to improve the subjective well-being situation and parenting behaviour of the parents.

Key terms: Subjective well-being, parenting behaviour, working parents

CHAPTER ONE

1. INTRODUCTION

1.1. Background of the Study

Family is an important social institution that contributes to the development of a society. It is the primary institute that has an impact on children's physical, cognitive, social, and emotional development. Parenting is one of the critical social roles in the family setting. It is a very important and critical in supporting and shaping all the developmental outcomes of children. It is a long-lasting responsibility covers from infancy to adulthood stages (Pact Ethiopia, 2014). Parenting, that supports positive behaviour, set limits or boundaries and is proactive, contributes to positive development outcomes of children. To bring positive outcomes of their child development, the parents should fulfil the biological, physiological, social financial needs of their children.

Parenting itself affected by a number of demographics, social, economic, cultural, and personal aspects (CRS, 2016). Parental well-being considered as one of the major aspects that affect well-being of individual family members, optimal parenting practices, and positive developmental outcomes for children.

Well-being has two dimensions objective well-being (OWB) and subjective well-being (SWB). OWB is about economic status, educational attainment and safe environment. On the other hand, SWB is perception of quality of life. It is described in terms of a good mental condition consists of life evaluation (Life Satisfaction), hedonic/affect (emotional estate) and eudemonia (purpose in life or good psychological functioning). It is considered as measure of happiness or life satisfaction. The overall assessment result of subjective well-being can be interpreted as level of positive functioning in a broader sense (OECD, 2013).

Full time employment is one of the major economic activities the parents engaged to support or fulfil the financial need of their family. Though the fulltime employment is a source of financial stability for the family, it can be a source of dissatisfaction for the parents' due lack of work - family balance. This situation could negatively affect the SWB of the parents, which in turn has consequence on parenting behaviour. (Matysiak et al. 2016),

SWB of people and household become a greater concern of policy makers and development actors. A growing body of academic research has sought to explore the relationship between economic growth and reported levels of life satisfaction within the population. Over the past thirty years, while economic growth measured by traditional economic measures such GDP has grown, there has been no parallel increase in people's satisfaction with their lives (Roberts, 2009).

A global analysis that was conducted using World Value Survey, (Stanca, 2016,) showed that there is a negative relationship between parenthood and life satisfaction worldwide. Amazingly the countries with highest GDP per capita rate scored negative in parental subjective well-being. Denmark, France, Britain and Japan are among the negative scorers. Ethiopia has been ranked 79th with a (-1.52) parenthood satisfaction score. The study also disclosed that "Opportunity cost of time" as responsible factor for parental dissatisfaction in countries with higher GDP per capita. On the other hand, "Worse labour market condition" spotted as a reason for parents living in countries with higher unemployment rate.

This is a good indication that economic development is not a guarantee to ensure life satisfaction/subjective well-being / of citizens, particularly parenthood subjective well-being. It is beyond economic development. Again, there is a general perception that success in economic terms directly related to good parenting. However, evidences show that there is no straightforward relationship between economic status and good parenting. (Katz, 2007).

On the other hand, evidences show that, life satisfaction has a strong effect on parenting. The lesser parental life-satisfaction implies the lesser the ability of raising children successfully and their pleasure from raising their children. As a result, children might suffer due to gaps in parenting. A good subjective well-being of parents, despite their poor financial status, has positive outcome on the future of children and the whole family (Roberts, 2009).

The above evidences show that:

- 1) There is a critical condition of overall subjective well-being of adults and parenthood subjective well-being in Ethiopia,
- 2) Good financial status does not guarantee parenthood subjective well-being as well as good parenting behaviour/practice
- 3) Good subjective well-being status has positive effect on parenting behaviour

Focusing on the above points, the research intended to study SWB status of working parents, their parenting behaviour and it's the effect of SWB on their parenting behaviour by focusing on employees of Save the Children. Working parents, especially employees who work for international organizations like Save the Children perceived to have good well-being status as well as good parenting behaviour due to their relative better income and educational status. As a result, they are exempted from any well-being and parenthood programs run by development actors.

1.2. Statement of the Problem

This research initiated based on personal experiences, concerns, and interest to understand the factors that contribute to fulfilling a parental role successfully parallel with the professional responsibility. Besides, it is strengthened by exposures to different development programs in the work-life that exempted the working parents assuming that they have a better wellbeing and parental skill. I understand that parenting is a very rewarding but tough role that demands a lot of physical and emotional energy. However, there is no system that supports working parents be in a good

position in terms of physical, and mental health to effectively fulfil the roles and responsibilities expected from them.

Working parents, particularly those who are employed by international organizations such as Save the Children are relatively in a good financial status and educational level when we compare them with other members of the society. This situation makes them to be exempted from children well-being and parenting programs implemented by development actors. There is a misconception that relates good financial status with good SWB status and good parenting. However, in reality these parents are overstressed and struggling to balance work-family roles. This situation can affect their SWB, which in turn has an effect on their parenting behaviour.

Recently, it has been observed that there is an increasing focus from policymakers and development actors' side for children's well-being. To achieve their objectives the actors are engage parents by considering as key stakeholders. However, less attention has been given to the well-being of the parents.

In Ethiopia, well-being included in different health, social welfare, and, economic policies. However, it lacks clarity and focus (Kasahun, 2015). Also, mostly child well-being focused development programs run by the non-governmental organizations in the country, give a greater emphasis on the developmental outcomes of children. They design their programs to build the capacity of parents to be better parents for children. They train parents to make them aware of the key roles that are expected from them. They try to help parents to acquire the skills they need to fulfil their parenting roles. However, less focus has been given for the well-being of the major role player, the well-being of parents, which has a multidimensional effect on parenting.

Most of the time child well-being programs target vulnerable children for child abuse and exploitation and working with parents of those children. This situation leads to the exemption of working and educated parents from different kinds of programs that can help to be better parents; this includes the employees of the social sector themselves. This portion of the community is expected as skilful and has a better well-being. However, number of researches shows the reverse. For example:

- Ethiopia scored 4.38 out of ten and ranked 117th out of 142 countries in the level of life satisfaction in 2016 (Ortiz-Ospina et al, 2019)
- 52% of working adults living in Addis Ababa reported a very low level of life satisfaction (Kasahun, 2015)
- Ethiopia ranked 79th out of 105 countries with -1.52 (very low) parenthood satisfaction score (Stanca, 2016)

The above statistics show that the subjective well-being status of Ethiopian adults, in general, is very low. Particularly the negative score of parenthood satisfaction score greater attention for further investigation and policy and program level intervention. On top of all the above, lack of evidence on the subjective well-being status of working parents and its effect on their parental behaviour gives a good base to investigate the situation.

As a result, this study focused on examining the status of subjective well-being and parenting practice of the working parents and the effect of subjective well-being on their parenting behaviour. Working parents are perceived to have good well-being status as well considered as skilful parents due to their educational level and financial status.

1.3. Objectives of the Study

General Objective

The general objective of the study is to assess the status of subjective well-being of working parents, their parenting behaviour and the effect of their SWB on their parenting behaviour focusing on Save the Children employees in Addis Ababa.

Specific Objectives

- To assess the overall subjective well-being status of the working parents (in terms of eudemonic, life satisfaction and hedonic elements of subjective well-being)
- To assess the parenting practices of the working parents (in terms of encouraging good behaviour, setting limits and proactive parenting)
- To examine the effect of subjective well-being in variable of parenting behaviour
- To assess if there are differences in status of subjective well-being and parenting behaviour between groups based on socio-demographic factors (such as gender, age, educational status, income and number of children)

1.4. Research Questions

The research tried to answer the bigger research question “the impact of subjective well-being on parental behaviour”. Also, it tried to identify:

- How does the overall status of subjective well-being of working parents looks like in case of Save the Children employees in Addis Ababa?
- How does the parenting behaviour/practice of the working parents look like?

- How much subjective well-being effects on parenting behaviour (supporting good behaviours, setting limits and proactive parenting)? Which components and sub-components of subjective well-being have strong effect on parenting behaviour?
- Which socio-demographic factors have influence on subjective well-being and its components?

1.5. Significance of the Study

The study has number of benefits to different interest groups. Primarily, it helps the parents to understand the status of their subjective well-being, its impact their parenting behaviour and in their life in general. It also alerts them on measures to be taken as an individual to enhance their well-being and parenting practices. In addition, it triggers policy makers and development actors including Save the Children to give due attention for the well-being of parents who are very critical stakeholder for their child focused programs. It may also serve as a base for social work researchers to further investigate the area at large scale to measure social progress at national and different levels. The provided recommendations might inform the actions and decisions of the parents, the employers, development actors and policy makers.

1.6. Scope of the study

The study was conducted in Addis Ababa, Nifas Silk Lafto sub-city focusing on working parents hired by Save the Children – Ethiopia. The study focused on working parents who have children below 18 years of age, both mothers and fathers. Conceptually, the study tried to cover the subjective well-being status, and parenting behaviour/practice of the working parents. It also examined the effect of subjective well-being on their parenting behaviour in general, and the relationship between components of subjective well-being and parenting behaviour in particular. The differences between different socio-demographic groups (based on gender, age, income) were also observed.

1.7. Limitation of the Study

Though it is advisable to study subjective well-being at large scale the scope of this study is limited to working parents employed by one organization (Save the Children) due to limited resources such as time, finance and human power. As a result, generalization to working parents' population might be difficult. The other limitation was, the research depends on self-reporting of parents. It missed view of children and observation at family level.

1.8. Operational Definition of Terms

Well-being: how people feel and how they function, both on a personal and a social level, and how they evaluate their lives as a whole (- people's living conditions and quality of life)

Subjective well-being (SWB): 'a person's cognitive and affective evaluations of his or her life' (Diener, Lucas, & Oishi, 2002, p. 63). Good mental states, including all of the various evaluations, positive and negative, that people make of their lives and the affective reactions of people to their experiences.

Life Evaluation/Satisfaction – a reflective assessment on a person's life or some specific aspect of it (life is going well, optimism, worthiness and achievement).

Hedonic/Affect – a person's feelings or emotional states, typically measured with reference to a particular point in time.

Parenting a process of promoting and supporting the physical, emotional, social, and intellectual development of a child from infancy to adulthood

Parenting Behaviour is a specific practice that a parent is used in raising a child. It includes encouraging good behaviour, setting limits and proactive parenting

1.9. Organization of the Study

This study is organized into five chapters:

Chapter One- Introduction – this Chapter contains some background information on the concept of subjective well-being, its relevance for social work and reliable measure for positive functioning and social progress, statement of the problem and objective of the study. Chapter Two – Literature Review – The findings of related literature are presented. Chapter Three - The third chapter, deals with methodology of the study such as research design, description of the study area, universe of the study, sampling and sampling methods, tools for data collection and data analysis and interpretation and ethical consideration. Chapter Four - provides information on the background of the respondents and the results of the statistical analysis of each study variable. In this chapter, the research questions are answered thoroughly. Chapter Five – In line with the finding of the study conclusion and recommendation are made on the status subjective well-being, parental behaviour and the effect of subjective well-being on parenting behaviour. Also, recommendations or practical measures to be taken based on the findings of the research are listed out based on the type of users and audiences of the study.

CHAPTER TWO

2. LITERATURE REVIEW

To understand the status of subjective well-being number of global and country level studies and reports were reviewed. The findings of the literature summarised as follows.

2.1. Conceptual overview

The popularity of subjective well-being as a measurement of quality of life is growing among global organizations. World Health Organization is one of the users of subjective well-being measurement. According to WHO, subjective well-being as a measurement provides evidence that could not be identified through high-level measurements such as GDP. Subjective well-being is a means to measure the cognitive evaluations of one's life happiness, satisfaction, positive emotions such as joy and pride, and negative emotions such as pain and worry. WHO classifies subjective well-being into three elements.

- Eudemonic (Purpose in life, Positive relationships, Personal growth, Self-acceptance, Autonomy, and environmental mastery)
- Life satisfaction or evaluative
- Hedonic or affective (subdivisions: + and - measures emotions)

2.2. Global Situation

In the year 2016, Nordic countries: Finland, Norway, Denmark, the Netherlands and Iceland had the highest scores (all with averages above 7 out of 10) while, Central African Republic, South Sudan, Tanzania, Rwanda, and Haiti had the lowest score (all with average scores below 3.5). Ethiopia scored 4.38 and ranked 117th out of 142 countries while Kenya ranked 114th and Uganda 119th (Ortiz-Ospina et al, 2019).

When we see the changes over time Denmark, one of the highest-ranking countries, showed a consistent level of satisfaction over time. In the case of Ethiopia, there was a decreasing trend between 2012 and 2017 (from 4.56 to 4.18). It rose to 4.38 in 2018. Since 2016 life satisfaction is better in Kenya than Ethiopia.

2.3. Subjective Well-Being Status of Working Adults in Ethiopia

According to research conducted on measuring the psychological and subjective well-being of Ethiopian working adults, 89.5% of adults scored higher in aggregated subjective well-being scores (Kasahun, 2015). The study shows that females, cohabitated parents emerging adults of 18 to 25 years of age and adults with high school level education and low household income earners scored higher scores in aggregated SWB. On the contrary, male young adults of 25 to 40 years of age, single adults and graduate adults and high household income earners reported they are living an unhappy life. When we see the result in terms of components of subjective well-being 82.6% of the participants were experiencing desirable emotional feelings. 91.8% scored low in the “negative affect” which means they were not experiencing unpleasant emotional feelings. In the case of life satisfaction greater portion, 52.1% of the participants reported that they were not feeling satisfied with the life they are living.

2.4. Subjective Well-being Status of Parents

Stanca (2016) identified that parenthood is negatively related to life satisfaction, using individual-level data for 94 countries. The report indicated that the level of satisfaction declines with an increase in the number of children. The shocking finding was that the life satisfaction of parents with children (1 to 5) is negative. The research also tried to assess the status of the life satisfaction of parents based on different socio-demographic factors such as gender, age, and marital status. Interestingly, the negative life-satisfaction score for parenthood was larger for females and turned

positive only for older age groups and for widowers. The research also presented a geographical distribution of parental satisfaction. Accordingly, the coefficient for the life-satisfaction score of parenthood ranged from a minimum of -6.82 to a maximum of 5.12. Only 36 countries scored positive out of 105 countries. Montenegro (5.12), China (4.85), Kyrgyzstan (4.64), Taiwan (3.70), and Vietnam (3.13) were the five countries displaying the largest parenthood life-satisfaction Score. On the other hand, the five bottom countries were Macedonia (-6.82), Tunisia (-4.71), Libya (-3.87), Jordan (-3.71), and Zimbabwe (-3.51). In the research, Ethiopia ranked 79th with a (-1.52) parenthood satisfaction score.

2.5. Subjective Well-Being as Determinant of Parenting Behaviors

Studies show that good subjective well-being status (happiness) has a positive effect on positive parenting (Bahrami, May 2017). Bahrami conducted research on 327 mothers in Iran Qom city. The study tried to see the effect of happiness/subjective well-being on parenting behaviour and its components (positive parenting, uncertainty in dealing with children, and poor monitoring). The result showed that subjective well-being has a significant positive effect on positive parenting and a negative effect on uncertainties in dealing with children and poor monitoring. The research also identified that the sub-components of subjective well-being (satisfaction, self-esteem) has a significant effect on positive parenting. The general reflection is the degree of life satisfaction has an important implication on parenting behaviour. Individuals with high life satisfaction levels show more motivation, engagement, and success in their life. As a result, self-esteem positively affects the fundamental aspects of positive parenting such as warmth, nurturance, acceptance, responsiveness, and demandingness.

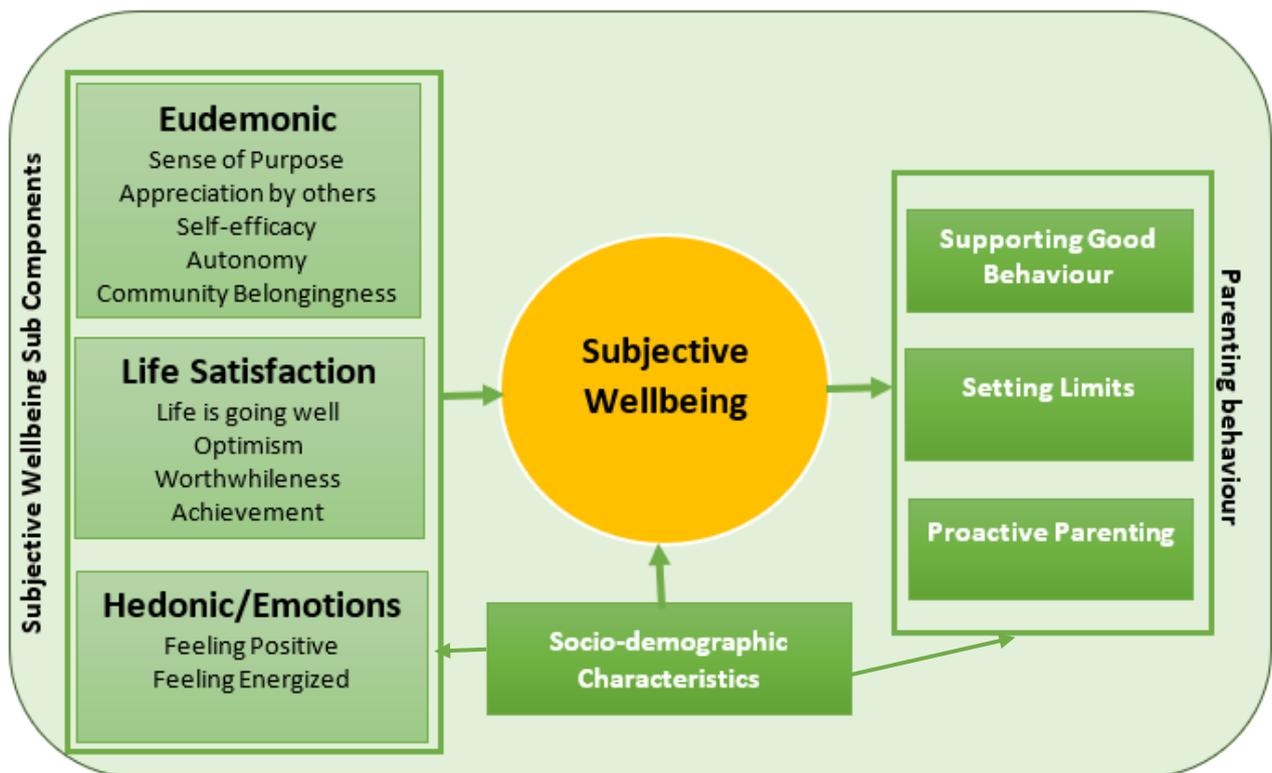
2.6. Determinants of Subjective Well-being

The other issue the world happiness report tried to measure was the correlation between the national level and personal level income with a score of life satisfaction. It has been identified that higher

average national incomes tend to have higher average life satisfaction scores. It is also true with a personal level of income.

When we look at available evidence at the individual and household level, Kassahun (2015) identified socio-demographic factors that determined the subjective well-being of adults in Ethiopia. He found out that gender, age; marital status, education level, and household income affect subjective well-being. He observed that the better subjective well-being status among females, married adults. Household income was also identified as a significant determinant of the overall well-being of adults. The study also exposed that happiness decreased with an increase in educational status.

Figure 2. 1 Conceptual Model of the Study Variables



Based on the reviewed literatures the above conceptual framework is developed to show the variables that are measured in the study.

CHAPTER THREE

3. RESEARCH DESIGN AND METHODOLOGY

This chapter briefly describes the study area, the study design, universe of the study, the sampling methods used. In addition, information on data collection, data analysis and ethical considerations are provided under this chapter.

3.1. Description of the Study Area

Nifas Silk Lafto is one of the 10 sub cities of Addis Ababa located in the southwest suburb of the capital and has a total of 12 districts administrative structure. According to Addis Ababa the Central Statistics Agency, the estimated population size is 401,897 (198,116 Male and 212,781 Female). 36% of the population is children (CSA, 2018). There are 183 kindergarten (170 private owned), 130 primary school (104 private owned) 18 secondary school (8 private owned), 19 TVET (16 private) and 6 collages (all are private owned). There are 87 health facilities. There is no hospital in the sub-city. Save the Children is Located in Woreda 3 around Old-airport area. The area has good housing and infrastructures in comparisons of other neighbourhoods. There are well-known private and international schools, banks, shopping centres diplomatic missions and number of embassies, bilateral agencies, NGOs such as SOS, Save the Children, and Pathfinder are among the well-known NGOs.

Save the Children is one of the well-known international non-governmental organizations operating in Ethiopia. It implements number of development and emergency projects in all regions and city administrations in six thematic areas: nutrition, education, water sanitation and hygiene (WASH), child well-being, and livelihoods/resilience. The child well-being programs focuses on providing vital support to the most vulnerable children. The major interventions are strengthening access and quality of psychosocial services for vulnerable children and their families, building resilience skill of highly vulnerable children, and strengthening community-based mechanism for child welling

services. In 2017, Save the Children reached 8.8 million people 56% of them are children. The Child protection/well-being program reached 257,272 people. The 196,180 are children (48% girls) and 136,650 adults (52% women). In 2017 only 3,440 parents (60% female) were provided with training on parenting and alternative ways of child disciplining to enhance their capacity to provide proper care and support to children; and a total of 500 (70% female) parents/ caregivers from vulnerable households provided with income generating support.

3.2. Research Design

The research employed mixed methods, both quantitative and qualitative methods to gather relevant and sufficient information to answer the main and specific research questions. The researcher used structured and semi-structured interviews, focus group discussion, key informant interview and document review research techniques.

3.3. 3.3 Universe of the Study

The universe of the study is comprised of employees of Save the Children Addis Ababa office. Save the children has 392 (40% female) staff members working in Addis Ababa Office. Out of this, 123 are parents of Children under 18 years of age. The research targeted both parents (mothers and fathers).

3.4 Sampling Method and Sample Size

For this research, the following formula is used to determine the sample size.

$$SS = \frac{Z^2 * (p) * (1-p)}{C^2}$$

Where:

$Z = Z$ value (e.g. 1.96 for 95% confidence level)

$p =$ percentage picking a choice, expressed as decimal (.5 used for sample size needed)

$c =$ confidence interval, expressed as decimal (e.g., .05 = ± 5)

Thus, the required sample size becomes $ss=93$. The 93 parents were randomly selected using lottery method sampling method. 93 randomly selected individuals were communicated through email. Very huge effort was made to reach at the expected minimum response rate (75 responses). The respondents were reminded through emails and in person. Considering the homogeneous of the population the findings can be generalized for the study population.

3.5 Tools for Data Collection

To get the required data different types of tools such as individual survey questionnaire, interview guide for focus group discussion and key informant interview and document review matrix were employed. Since the respondents were well educated and able to communicate in English language effectively interview schedule/questionnaire used to collect the data from the respondents was prepared in English language.

To strengthen the evidence-base and triangulate the data, focus group interview, key informant interview with child protection thematic leader, head of child safeguarding and one child protection manager (three senior staffs) and two focus group discussion with male and female groups separately conducted. The discussions were in Amharic language. Program documents, reports and policy papers were reviewed to thoroughly understand the program priorities, and human resource related issues.

3.6 Data Analysis and Interpretation

To analyse the quantitative data generated from primary sources Statistical Package for Social Sciences (SPSS) was used. Accordingly, the built-in statistical tools and tests were run to produce

descriptive statistics. The qualitative data collected through those qualitative research instruments/tools were also analysed using thematic and content analysis techniques.

For presentation, data is disaggregated based on some demographic factors such as age and gender of parents, marital status, number of children and income level. Summarised narrations, tables, graphs, and figures are used for interpretation and illustration purposes of the findings of the assessment.

3.7 Ethical Considerations

The purpose of the study was clearly stated in the introduction part of the questionnaire. The consent section was included in the instrument to let the participants to agree and continue with the survey question or to disagree and dropout. To keep a high level of confidentiality participants were responded unanimously without mentioning their name or any factor that can be easily indicating their identity. Interested participants to receive the resulting survey were requested to provide their email address or appropriate means. Accordingly, some of the respondents provided their email address.

CHAPTER FOUR

4. FINDINGS

The findings of the study are based on the generated quantitative and qualitative through the survey questionnaire; key informant interview and focus group discussions are summarized and presented in the following sections.

4.1. Socio Demographic Characteristics of Respondents

Table 4-1 Socio-Demographic Status of Respondents

							
		Female		Male		Total	
		N	%	N	%	N	%
Gender		36	48%	39	52%	75	100%
Age							
	Below 30	2	3%	0	0	2	3%
	30-35 years	12	16%	3	4%	15	20%
	36-45 years	22	29%	24	32%	46	61%
	Above 45 years	0	0	12	16%	12	16%
Religion							
	Orthodox	17	23%	31	41%	48	64%
	Protestant	10	13%	6	8%	16	21%
	Catholic	6	8%	0	0%	6	8%
	Muslim	1	1%	2	3%	3	4%
	Other/not disclosed	2	1%	0	0%	2	3%
Marital Status							
	Married	34	45%	39	52%	73	97%
	Divorced/separated	2	3%	0	0%	2	3%

							
		Female		Male		Total	
Number of Children							
	Has 1 Child	8	11%	4	5%	12	16%
	Has 2 Children	10	13%	21	28%	31	41%
	Has 3 Children	8	11%	11	15%	19	25%
	Has 4 Children	9	12%	0	0%	9	12%
	Has 5 Children	4	5%	0	0%	4	5%
	Total Number of Children	79		116		195	
	Average Number of Children	2		3		3	
Educational Level							
	First Degree	14	19%	10	13%	24	32%
	Second Degree	23	31%	27	36%	50	67%
	Other/ PHD Candidate	0	0%	1	1%	1	1%
Monthly Income in ETB							
	<10,000	2	1%	0	0%	2	3%
	10,000 - 20,000	12	16%	4	5%	16	21%
	21,000 - 30,000	8	11%	15	20%	23	31%
	31,000 - 40,000	5	7%	7	9%	12	16%
	>40,000	9	12%	13	17%	22	29%

Source: Own Survey (2019)

A total of 75 respondents participated in the survey. Out of the total participants, women are 48% and men are 52%. When we see the age of participant 81% (45% are women) of the participants are of 30 to 45 years of age. 16% are above 45 years old. All of them are men. Religion wise 93% are Christians (64% orthodox, 31% protestant, 8% catholic) and 4% are Muslim. 97% are married. Only 3% reported as they are separated or divorced. 41% reported that they have 2 children while 21% said they have three children. Generally, 61% of the respondents have two or three children. 16% of

the respondents have one child, 14% have four children and 5% have five children. The average number of children for women respondents is 2 while it is three for men respondents.

When we see educational status of the respondents 67% (31% female, 36% male) of the participants have second degree. When we see monthly income, 31% of the respondents get ETB21,000 to ETB30,000; 29% get more than ETB40,000 and 21% get ETB10,000 to ETB20,000. There is some level of disparities between the payment levels of male and female.

Table 4-2 Property ownership.

Property Ownership									 			
	Yes		No		Yes		No		Yes		No	
 Car	26	35%	10	13%	21	28%	18	24%	47	63%	28	37%
 House	24	32%	12	16%	34	45%	5	7%	58	77%	17	23%

Source: Own Survey (2019)

When we see property ownership 63% and 77% of the respondents reported that they own car and house respectively. The women consisted 35% and 32% respectively. The women are better in terms of car ownership while the men are better than the women in house ownership.

4.2. Some Parenting Related Background Information

Parenting Training and Sources of Information

Some of the indicators that were measured in this study were, participation in parenting-related training, sources of information, self-assessment of parenting skill and priority in terms of children and parents' well-being.

The majority of the respondents (64%) said that they didn't get an opportunity to participate in parenting training and awareness session. 46% of the respondents (21% female and 15% male) participated in a parenting training or awareness session. When we see the information source on parenting, radio, TV, books and colleagues or friends are found to be the major sources for 50% of the respondents. Religious institutions, the employer of the participants, websites and social media are the next important sources. Newspapers and magazines, schools and family members are also mentioned as important sources.

The document review and key informant interview indicated that for the programmatic purpose the organization targets the most vulnerable children and their parents. As a result, the employees are not targeted for programmatic purposes. As a result, the employees of the organization are not targeted for skill development training on parenting. However, due to some policies and parenting related materials produced in the organization for the programmatic purpose the employees are aware of at least how to treat children. The good examples are "Child safeguarding policy" and "positive disciplining manual". The child safeguarding policy is part of the organization code of conduct it focuses on how employees should behave and act towards children as representatives of Save the Children in work-related issues and real life. The organization has a "zero tolerance" policy for employees who abuses his own or other children (physically, verbally, or sexually), married underage children and cause any harm to children. The positive disciplining manual is a training manual developed by Save the Children and its partners to train parents of vulnerable children targeted by different projects of the organization. The employees who have access to this document have good understanding of positive parenting.

Prioritized Well-being

The respondents were also requested about their priority among their well-being and their children's well-being. 17% of the participants said that they prioritize the well-being of their children while

83% responded that both parents' and children's well-being are equally important. No one prioritized parents' well-being only.

However, the focus group discussion revealed that the parents give more priority for the well-being of their children in practice despite the very good level of understanding they have on the importance of parent's wellbeing and its effect on children.. They considered parenting as scarification to fulfill the need of their children whom they considered as the purpose of their lives.

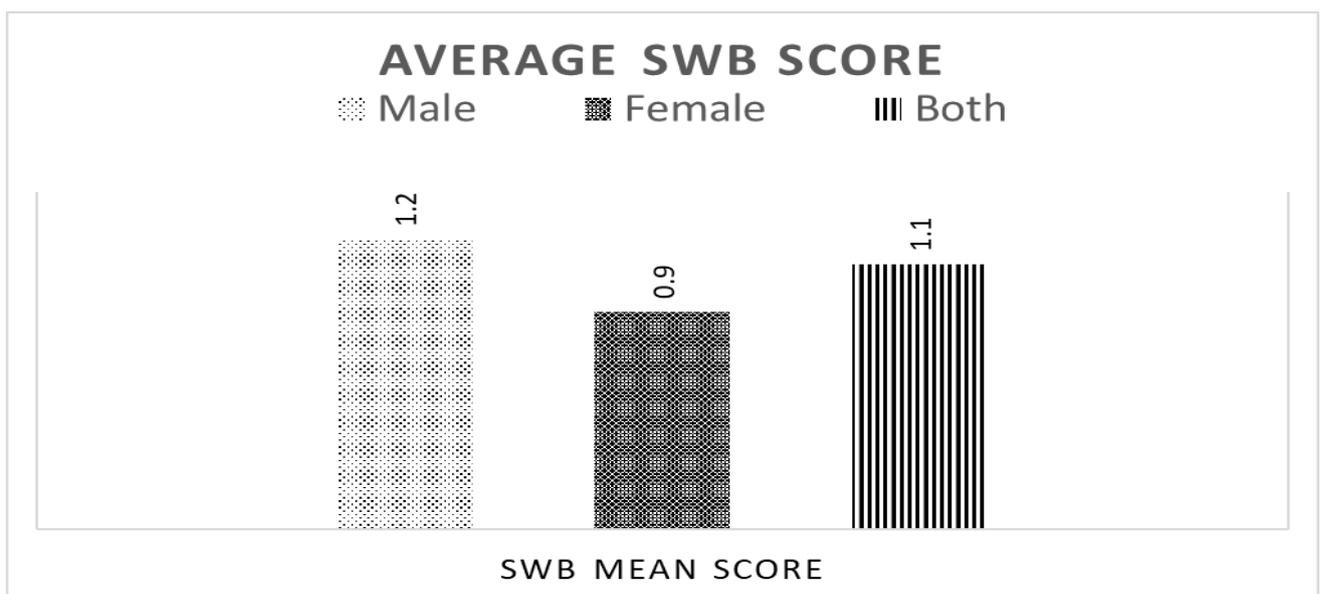
Perceived Level of Parenting Skill

Besides, the parents asked to rate their parenting skills. In their response 32% of them indicated that their parenting skill is "very good", 50% said they have "good" parenting skills, 13% rated their skill as "fair" and 5% said they are "bad" at parenting.

In contrary to the survey, the focus group discussion revealed that the parents are not confident enough on their parenting skill. Most of them want to improve their parenting practice.

4.3. Status of Subjective Well-being

Figure 4-0-1 Average Score by Gender

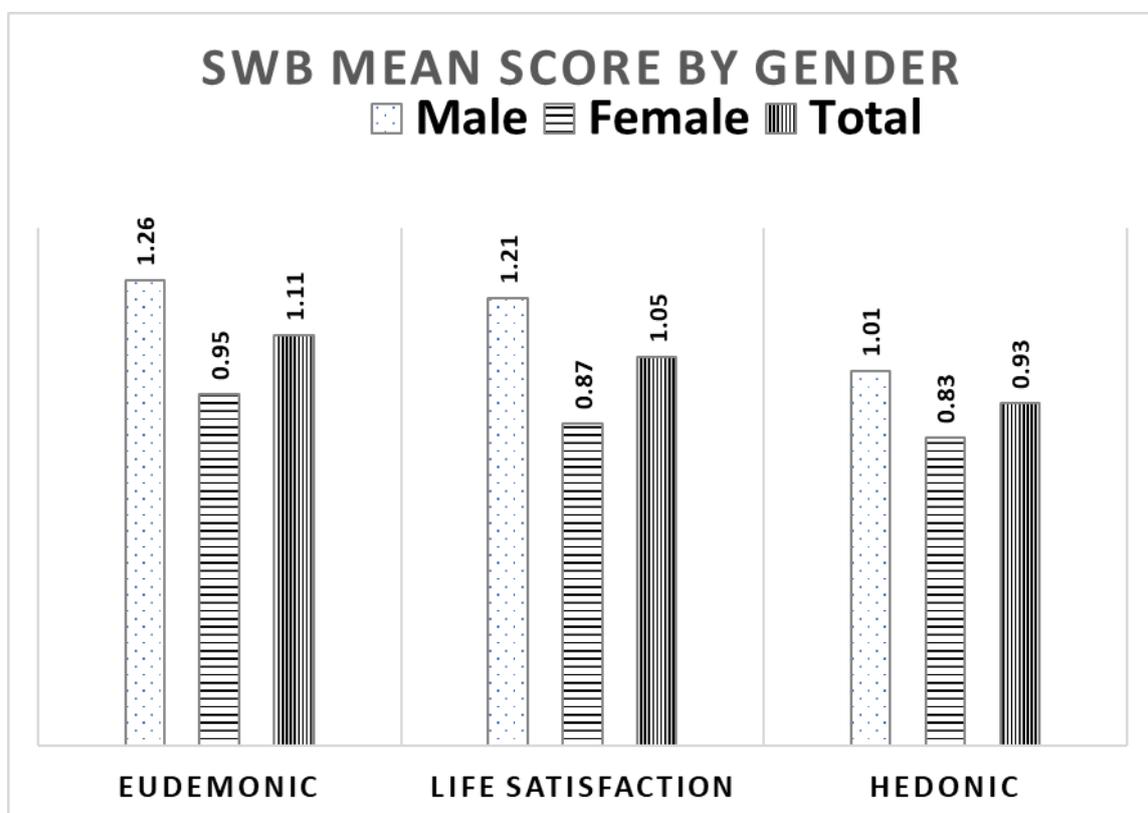


Source: Own survey (2019)

The survey result showed that the overall subjective well-being of working parents is low. They scored 1.1 out of 2 points (around 55% out of a hundred). Based on this finding, male parents have a better subjective well-being status than female parents. The male participants scored higher (by 0.3 points) than the female respondents. When we convert into percentage the score of male and female working parents is 60% and 45% respectively. This can be interpreted as the male working parents are living a moderately happy life. However, the level of happiness of female working parents is very low.

The focus group discussion indicated that the parents understand well-being in terms of being healthy and fulfillment of basic needs. They also said they lead a stressful life and struggling to balance work and personal life and prioritize the wellbeing of their children. They do not have sufficient time to reflect on their well-being and take action to improve the situation. This can be considered as the reason why they scored low.

Figure 4-0-2 Mean Score of Subjective Well-being by subcomponents and gender

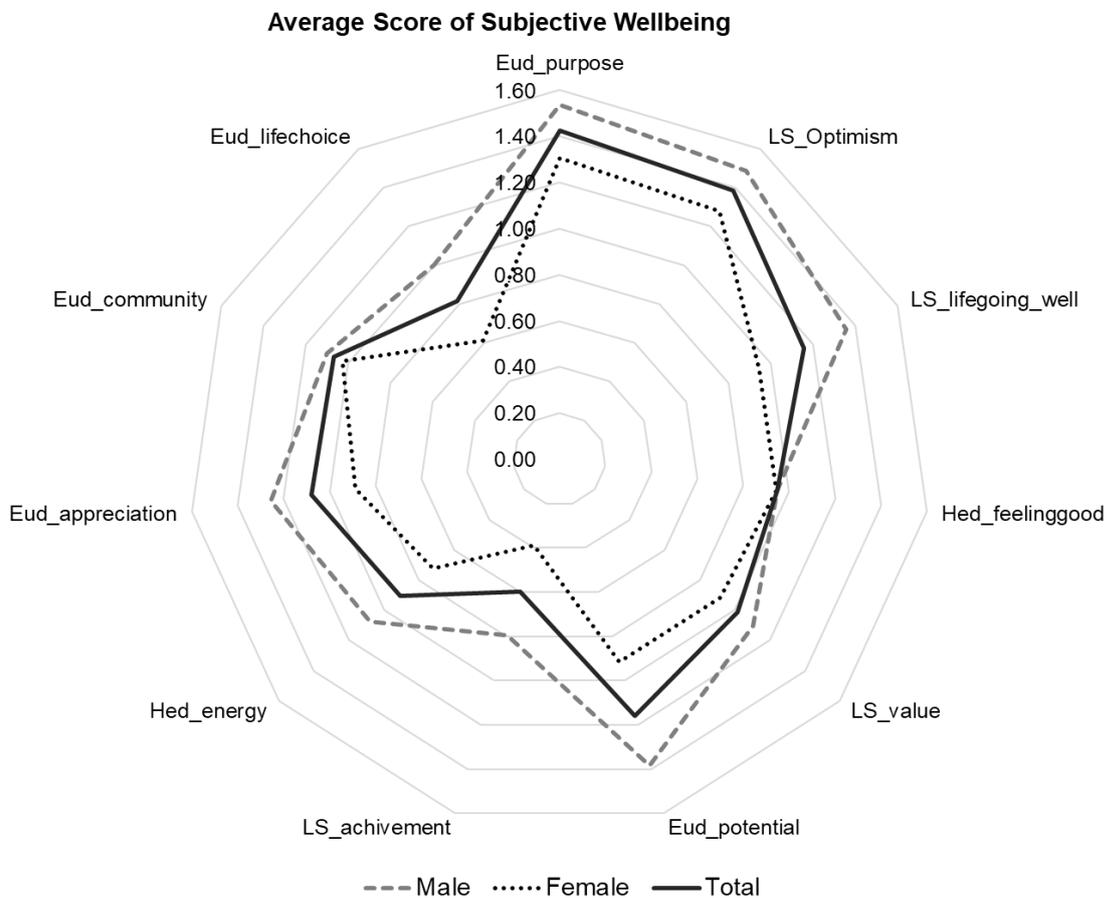


Source: Own survey (2019)

When we see the score of components of subjective wellbeing, female parents scored below 50% in all components they scored 48%, 44% and 42% in Eudemonic, life satisfaction, and hedonic components respectively. The lowest observed score of male parents is 51%. It is in the hedonic/affect component. This component measures having energy in most of the tasks performed and feeling well most of the time. This can interpret as the parents have low energy and negative emotions most of the time. The situation of female parents is worse than male parents. The total score is as follows

- Eudemonic 1.11 (55%)
- Life Satisfaction 1.05 (52%)
- Hedonic/Affect (Positive emotions) 0.93 (46%)

Figure 4-3 Mean Score of Sub-components of subjective wellbeing by gender



Source: Own Survey (2019)

As visualized above, male participants are in a better status of subjective well-being than female participants. The only sub-component that the female and male participants scored closer points is the “feeling good most of the time” components, the two groups scored .94 and .95 respectively.

Female respondents scored below “1 or 50%” in seven out of eleven sub-components of the SWB components while men scored below “1” in only two of the subcomponents (feeling good and achievement).

During the focus group discussion, the participants disclosed that they neglect their subjective well-being. Despite their good understanding of they need to be in good subjective well-being to fulfill their professional role and parenting roles. They mainly focus on their physical wellbeing.

The documentary review also supports this. The organization covers the medical expenses of employees and their families. In addition, the organization gives training on safety and security to avoid risks during field works and travels. The other wellbeing issues are not areas of concern.

Table 4-3 Set of SWB sub components on which the participants scored below “1”

Gender	Eudemonic			Hedonic		Life Satisfaction	
	appreciated by others	My life choice is mine (Autonomy)	Self-efficacy	energy	feeling good	value	achievement
	0.89	0.61	0.92	0.72	0.94	0.92	0.39
					.95		0.79

Source: Own survey (2019)

The focus group discussion findings were also in line with the above statistics. The female parents expressed that they give propriety for their work and for the well-being of their family. They said “these days the female working parents are very much overburdened and overstressed. We are

struggling to handle our professional duties and the reproductive role at the same time. Women sacrifice their achievement for the sake of their children and spouses.”

4.4. Status of Parenting Behavior

One of the objectives of this study is to assess the status of working parents’ behavior in terms of three major components: 1) encouraging good behavior 2) setting limits and 3) proactive parenting. The respondents answered for a total of 24 questions (each parenting component has eight sub-components). The respondents requested to rate their practices in a scale “Not at all (0)”, “Rarely (1)”, “Sometimes (2)”, “Most of the time (3)” and “Always (4)” and weighted accordingly. In the following sections, the findings have been discussed in detail."

4.5. Overall score

The finding of the assessment shows that the overall average score of parenting behavior is 2.7 out of 4 or 67%. It is a bit better than the score of subjective well-being (55%). When we see the score of each component, there are differences between the average scores. The scores of the components are: Encouraging good behavior 2.9 or 72%, Setting limits 2.6 or 65% and Proactive parenting 2.5 or 62%

The parents scored better in encouraging good behavior than setting limits and proactive parenting.

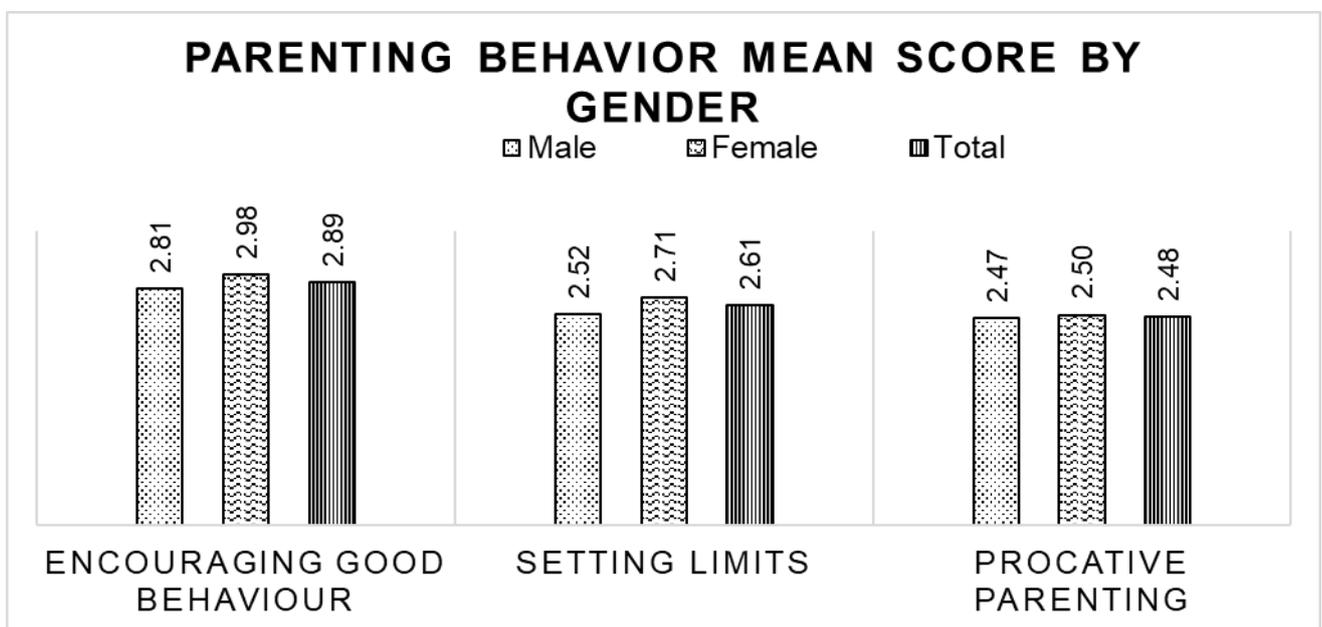
Figure 4-4 Parenting Behaviour by the three components



Source: Own survey (2019)

In the above graph, the overall average score of the three major components of behavior is presented. For comparison purposes, the average score is disaggregated by gender. In contrary to the subjective well-being score there are slight differences between mean scores of male and female respondents. Female respondents scored slightly above male respondents. They scored 0.16, 0.19, 0.04 above male respondents in encouraging good behavior, setting limits and proactive parenting components respectively.

Figure 4-5 Parenting Behaviour Score by Subcomponents and gender



Source: Own survey (2019)

When we thoroughly examine sub-components under the three major components of parenting behavior there are sub-components on which the parents scored above 3 (75%) and below 2.5 (60%) (a bit higher than the maximum and minimum average scores of the three components). Let's see one by one.

Encouraging Good Behavior

Table 4-4 Summary of Encouraging Good Behaviour Subcomponents Score

	Playing Together	Encourage Problem Solving	Invite or Share Enjoyable Activity	Notice and Praise Good Behavior	Teach New Skill	Participate in household Chores	Reward for Achievement or New Skill
Male	2.87	2.62	2.62	3.28	2.77	2.54	3.00
Female	3.25	2.47	2.92	3.47	3.11	2.39	3.22
Total	3.05	2.55	2.76	3.37	2.93	2.47	3.11

Source: Own survey (2019)

As we can see from the above table the parents are good at playing together with their children, noticing and praising good behavior, teaching new skills and rewarding achievements. In all cases, the female parents are better than males. Even if the overall score is a bit low fathers are performing better in terms of encouraging problem-solving problems. Both parents performing low in participating their children in household chores.

The focus group discussions indicated that both parents are comfortable in practicing encouraging good behavior in general. The parents reflected that most of the issues here do not require special skills and additional effort. In the case of household chores both parents said that since they are working parents, they do not sufficient time to be engaged in household chores themselves. That limits their effort to let their children participate.

Setting Limits

Table 4-5 Summary of Setting Limits Score

	Stick to rule	Speak Calmly when upset	Give clear instruction	give reason to stop unwanted behavior	Clarify expected behavior	Set rules	Follow rules
Male	2.15	2.26	2.90	2.49	2.97	2.38	2.46
Female	2.50	1.97	3.22	2.75	3.28	2.67	2.56
Total	2.32	2.12	3.05	2.61	3.12	2.52	2.51

Source: Own Survey (2019)

The overall score of setting limits is a bit lower than encouraging good behavior. In general, the parents doing good in terms of giving clear instruction, and clarify expectations than other elements. In both cases, the female working parents are performing better than males. Both parents have challenges to stick to rules and speaking calmly. Speaking calmly when upset is found to be more challenging for mothers than fathers while sticking to rules is the challenge of fathers.

During the focus group discussion, the parents said that “giving clear instruction and clarify expected behaviors are what they commonly doing in a comfortable manner. But in case of rules, they reflected that they commonly set rules together with their children, following the rule is based on convenience. Sticking to rules is very challenging. They said it needs commitment and leadership skills to internalize the rules and enforcing them. Still, they reflected female parents are better at sticking to rules. then the males. “Speaking calmly” was found out the other their serious weaknesses of parents. It is a serious problem for mothers. One of the mothers said “I always shouted at my daughter and feel guilty after a while. I always request an apology when calm down and try to convince her I love her. This is my biggest weakness. I want to change this situation. I am worried to lose the love of my child due to my weakness of managing my emotions” Mrs. Emebet

Proactive Parenting

Table 4-6 Summary of Proactive Parenting Score

	Give Clear Choices	Warn Changes	Plan ahead	Give reasons for your request	Create game out of task	Break tasks in to small steps	Prepare children for challenge
Male	2.41	2.44	2.59	2.92	2.23	2.21	2.46
Female	2.42	2.53	2.61	3.03	2.22	2.39	2.33
Total	2.41	2.48	2.60	2.97	2.23	2.29	2.40

Source: Own Survey (2019)

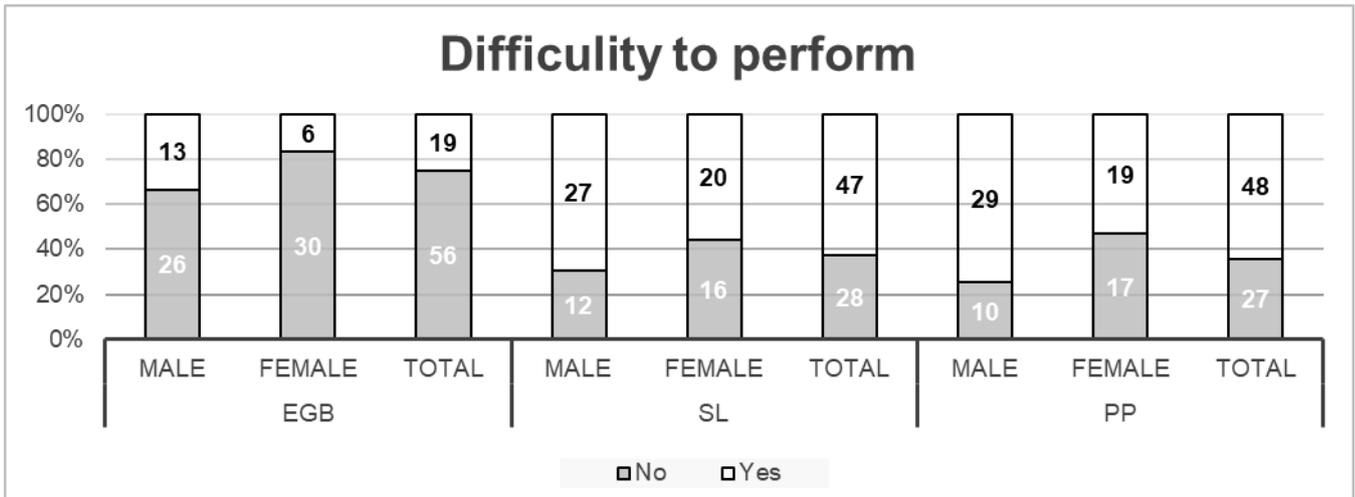
The scores here are the lowest when we compared them with the other two components of parenting behavior. The only highest observed score is 3.03. That is female parents score under the “give a reason for your request” sub-component. In this case, both parents scored better than the other sub-components. From the above table, we can observe that there are good practices in terms of giving clear choices, warn changes and planning. In all cases, the mothers performed better than their fathers. The fathers are better than the mothers in preparing children for a challenge.

The focus group discussion clearly showed that mothers are more open with their children in terms of sharing information on choices, changes, and plans. The fathers have an attitude that it is not fair to inform/tell children something “beyond” their capacity. On the other hand, the mothers found to be more overprotective than the fathers in case of issues they feel might bring harm to their children.

4.6. Difficulty of Performing the Parenting Activities

The respondents requested if the parenting tasks are difficult to perform or not. The result was as follows.

Figure 4-6 Response of parents on difficulty of performing parenting roles



Source: Own Survey (2019)

The majority of the respondents said that performing setting limits (63%, 27 males and 20 females) and proactive parenting (64% 29 males and 19 females) are difficult. A significant proportion of participants (36%, 13 males, 6 females) responded that encouraging good behavior is difficult to perform.

The qualitative data also shows that the respondents perceived that parenting, in general, is not an easy task. Particularly, they reflected on their challenges to practice setting limits and proactive parenting. The raised points were around parenting is a huge responsibility that involves promoting and supporting the physical, emotional, social, and intellectual development of a child from infancy to adulthood. These concepts missed in most children's upbringing. Most parents are focusing on being affectionate and overprotective than focusing on roles that help the children develop good and strong personalities.

Besides, the interviewed key informant expert emphasized the importance of proactive parenting. He said, “Proactive parenting is highly indispensable for smooth of the relation between parents and children. If parents are proactive and capable of responding to the needs of children based on the cognitive and physical development of children the relationship will always be improved.” Mr. Getachew

4.7. Interest to change their parenting practice

The other important question the respondents assessed was if they want to change their current parenting practice. In this case, to the majority of respondents disclosed their interest to change their current practices of setting limits (76%, 30 males and 27 females) and proactive parenting (80%, 31 male and 29 female). In the encouraging good behavior component, 39% (16 male and 13 female) indicated that they want to change their current practice.

Also, to the interest to change that has been found by the quantitative data the participants reflected on the issues during the focus group discussions. The parents believed that parents need to be conscious about the context they are living in and try to up ring their children, the influencing factors of children's behaviors, like school environment, peers, media (both mainstream and social media), etc. One of the respondents said.

"As we are living in the 21st century and technology world, it would not be to enforce hard rules for our children to follow the way how we raised as parents. The need and interests of children are influenced by their peer groups, social media, schools, etc. Therefore, trying to understand the context in which they are in and balancing parental behavior is important, I would say." Mr. Tesfu

4.8. Socio cultural determinants of subjective well-being and parenting behavior

For comparison purpose number of socio-demographic factors like gender, age, level of education, income, number of children, marital status was considered and tried to observe the differences between different categories of respondents. However, gender has been found as the most determinant factor in this the case of subjective well-being and parenting behavior. This might happen due to the similarity in the educational level and income of the male and female parents.

4.9. Effect of subjective well-being on parenting behavior

The effect of subjective well-being found to be significant in encouraging good behavior and setting limit subcomponents of parenting behavior.

Table 4-7 Effect of Subjective Well-being on parenting behaviour

Independent Variable		Dependent Variables	R	Significance
Subjective well-being		Encouraging good behavior	0.741	0.0000
		Setting Limits	0.669	0.0000
		Proactive Parenting	0.506	0.061

Source: Own Survey (2019)

As we can see from the table above 74% of the variability in Encouraging Good Behavior and 67% of the variability in setting limits caused by the change in subjective well-being.

When we see the most important elements of subjective well-being that affects parenting behavior, we have found out that having a purpose in life, thinking what they are doing is worthwhile (value), having energy in most activities and having autonomy in life choices are the most significant factor.

Table 4-8 The effect of subjective well-being sub-components on parenting behaviour

Independent Variables		Dependent	R	Beta	Significance
• Eud_Having Purpose in Life		Encouraging Good Behavior	0.741	.426	.028
• LS_What I do is worthwhile (Value)				1.033	.000
• LS_What I do is worthwhile (Value)		Setting Limits	0.669	.534	.019
• Hed_I feel energized in most activities				.699	.002
• Eud_My life choices are mine/autonomy				.284	.012

Source: Own Survey (2019)

As summarized above, one-unit change in having value in life results in proportional change (1unit) change in encouraging good behavior and a 53% change in setting limits. Again, one-unit change in

having purpose results in a 40% change in encouraging good behavior. One-unit change in autonomy in life results in a 28% change in setting limits.

When we see the sub-components with significant effect represent the three major components of subjective well-being:

- Eudemonic – two sub-components: 1) Have a clear purpose in life and 2) Having autonomy in life choices
- Life satisfaction – one sub-component: What I do is worthwhile (value)
- Hedonic or effect – one sub-component – Feeling energized in most activities

The discussion with parents also revealed that their interaction with their children highly affected by the level of energy they have, emotional situation, and the relationship, particularly the relationship with their spouses are found to be the most important factors.

CHAPTER FIVE

5. Conclusion and Recommendation

5.1. Conclusion

The study tried to understand the situation of working parents towards fulfilling their parenting role which has a critical effect on the overall development of children. The study used subjective wellbeing and parenting behavior measurements to assess the situation. Because the working parent are generally perceived to be in a better subjective wellbeing status and have a good parenting behavior due to their financial status and education levels.

Accordingly, the objective of the study was to assess the subjective well-being status and parenting behavior of working parents. Also, it aimed to measure the effect of subjective well-being on parenting behavior. Working parents in general, those working in big international organizations are generally perceived as they are in a better status of subjective well-being and parenting behavior due to their relative better financial status and educational level. That means they are assumed to live a happier life and have good parenting practices.

The study showed that the subjective well-being status (happiness level or life satisfaction) of working parents is low, with a mean score of 1.1 out of 2 or 55% out of hundred for all parents (60% male, 45% female).

When we see the results at each component level the female parents scored below 50% in all of the components.

- Eudemonic 1.1 (female 0.95)
- Life satisfaction 1.05 (female 0.87)
- Hedonic 0.93 (female 0.83)

Again, the study shows that women in is leading a less happy life than males. They scored below one in seven out of eleven sub-components. Particularly the scores of having autonomy in life and achievement are very low at 0.61 and 0.39 respectively. This might affect their overall life satisfaction and happiness which is a very important factor to perform their roles as parents.

Status of Parenting

The overall assessment of parenting behavior status is good. At least the parents average score is greater than 60%, but it is not sufficient enough.

1. Encouraging good behavior 2.9 or 72%
2. Setting limits 2.6 or 65%
3. Proactive parenting 2.5 or 62%

The parents score on setting limits and proactive parenting is below encouraging good behavior. The parents also reported that parenting is difficult role difficult to perform, especially setting limits and proactive parenting. In addition, the parents disclose their interest to change their current practices. Despite their lower subjective well-being women status, women are found to be better parents than males.

Effect of Subjective Well-being on Parenting

It was found out that subjective well-being has a significant effect on parenting behavior. Particularly it as strong effect on encouraging good behavior and setting limits. The specific sub-components that have a significant effect on parenting behavior are

- Having Purpose in Life
- Value in life
- Have energy most activities
- Autonomy in life choice

In this study, gender was found to be the major factor in which significant differences was observed (between male and female). Male parents have better subjective well-being status than females. Besides, the female parents have a better parenting behavior than their male counterparts.

The above findings lead to the conclusion that working parents not in a position that enables them to bring positive outcomes on the development of their children. They are challenged by low level of life satisfaction and gaps in parenting skills.

5.2. Recommendations

Based on the above findings and conclusions the following recommendations are jotted down for the attention of different stakeholders/actors.

Based on the findings and discussion described above, it is assumed that the majority of the parents are not satisfied with their life as much as expected. Besides, they are found to have parenting skill gaps. Accordingly, the following recommendations are forwarded to improve their situations.

Working parents

The parents need to give due attention to their well-being. That helps them to improve their quality of life and to play the parenting role successfully. Then they can bring positive outcomes in the development of their children. Some useful suggestions to the attention of parents are:

- Develop their awareness on the issues of subjective well-being and parenting through reading, and attending different sessions (self-confidence, emotional intelligence, parenting, communicating with children)
- Give sometime for themselves to reflect on their well-being
- Establish a community/help group to share experiences and support with similar parents

Employers

It is a fact that most employers have policies to address the physical well-being of their employees. Including subjective well-being, related intervention might be beneficial for both employees and the organization. Helping employees to ensure work-life balance might be a good strategy to motivate employees and improve their productivity as well as improve their subjective well-being status. As a result, organizations can support working parents to develop different skills that can benefit the organization and the parents equally. Training self-confidence, emotional intelligence, conflict resolution, communicating with purpose might serve a two-fold purpose in terms of enhancing motivation and productivity as well as enhancing parenting skills. In addition to these, trainings including parenting skill training or awareness creation sessions might help to enhance belongingness and motivation from the employees' side. The organization also benefited from the return. Flexible time arrangements can be also another good strategy to help the parents.

Policy Makers and Development Actors

The well-being of children is one of the top proprieties for policymakers and development actors. Due attention should be given to the well-being of the caretakers of the children. There is a fertile ground to work is working parents. They know their gaps and they are interested to improve their skills. With minimum investment, huge changes might be happening just by showing the right path for working parents.

Research Institutes

Nowadays subjective well-being is considered an important indicator to show real human development or status of quality of life of citizens. Nationwide assessment is needed to understand the real situation of subjective well-being in our country. Besides, there is no sufficient evidence on parenting-related issues. Resources are mandatory to understand the reality and to build upon the

existing social values and local knowledge rather than just copying and trying to implement different parenting approaches from abroad.

Media

There are good beginnings in transmitting parenting-related information on our FM radios and private-owned television. This effort needs to be continued and strengthened. Particularly, it is better to engage development actors, professionals and research institute towards making the transmitted information contextualized and relevant.

Private Sector

The popularity of Social Enterprises enhancing from time to time in our country and globally. Parental well-being and parental behavior could be a good intervention area since there is a limited number of consulting organizations. The social enterprise model could be the best fit for filling the gap. The benefit will be two-fold, generating profit as well as bring positive impact to society.

Gender Consideration

Based on the findings it is assumed that there are gender-related issues that need to be identified to understand the ultimate causes of the differences between the life satisfaction levels and parenting behaviors of male and female parents. Also, gender-focused interventions required to support better the parents towards enhancing their well-being as well as parenting practices.

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ANNEXES

a) Individual Survey Questionnaire

Effect of Subjective Well-being on Parental Behavior of Working Parents: The Case of Save the Children- Ethiopia, Employees Individual Survey Questionnaire

Greetings, my name are Bizunesh Gelaw. I am a student of Indira Gandhi National Open University (IGNOU); I am doing this research as a final project to complete my Master Degree in Social Work. The research aims to measure the effect of subjective well-being on parenting behavior. The result of the study will be shared with all relevant stakeholders to use it as an input to make their programs and policies better.

Your response is anonymous and all the information you will be provided will be confidential.

Responding for the survey will take 15-20 minutes

Thank you for your willingness and time to participate in the survey.

* Required

Please indicate your agreement to proceed *

I agree

I disagree

Section 1 - Respondent's background

1.1. Gender * Female Male

1.2. Age * Below 30 years 30-35 years 35-45 years Above 45 ears

1.3. Religion: * Orthodox Protestant Catholic Muslim Other

1.4. Marital status * Never Married Married Widowed Separated/Divorced

1.5. Number of Children * _____

1.6. Age category of Children (please select all applied) * 0-3 years 4-6 years 7-10 years

11-14 years 15-17 years

1.7. Educational Background *: First Degree Second Degree PHD Other: _____

1.8. Monthly income on Average in ETB *: Below 10,000 10,000 - 20,000

21,000 - 30,000 31,000-40,000 Above 40,000

1.9. Property Ownership *

Own House (Yes/No)

Own House (Yes/No)

1.11. Have you ever participated in parenting skill training or any parenting related awareness creation sessions? *

Yes No

1.12. What are your sources of information on parenting? (please select all applied) *

- My organization/employer
- Radio and TV
- Parenting focused websites and social media
- My friends or colleagues
- Religious Institutions
- Books
- Newspapers and magazines
- Other: _____

1.13. How do you rate your parenting skill? *

Bad Fair Good Very good

1.14. Which one is top priority for you? *

- Children well-being
- Parents well-being
- Both are equally important
- Not Sure

Section 2: Subjective Well-being

Please indicate your agreement or disagreement with each of the following statements using the scale below. *

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. My life has a clear sense of purpose					
2. I am optimistic about my future					
3. My life is going well					

4. I feel good most of the time					
5. What I do in life is valuable and worthwhile					
6. I can succeed if I put my mind to it					
7. I am achieving most of my goals					
8. In most activities I do, I feel energized					
9. There are people who appreciate me as a person					
10. I feel a sense of belonging in my community					
11. The life choices I make are not really mine (R)					

Section 3 - Parental Behavior

The following questions focuses on your behavior as a parent in terms of:

- 1) Encouraging good behavior,
- 2) Setting rules and
- 3) How proactive you are

Please rate your practical practices and experiences based on the following questions on a scale 1 to 5 (1=not at all, 2= Rarely, 3= Sometimes 4= Most of the time 5 =Always)

3.1 Encouraging Good Behavior

1. Play with your child in a way that was fun for both of you?
2. Stand back and let your child work through problems s/he might be able to solve?
3. Invite your child to play a game with you or share an enjoyable activity?
4. Notice and praise your child's good behaviour?
5. Teach your child new skills?
6. Involve your child in household chores?

7. Reward your child when s/he did something well or showed a new skill?

3.2. Setting Limits

1. Stick to your rules and not change your mind?
2. Speak calmly with your child when you were upset with him or her?
3. Explain what you wanted your child to do in clear and simple ways?
4. Tell your child what you wanted him or her to do rather than tell him/her to stop doing something?
5. Tell your child how you expected him or her to behave?
6. Set rules on your child's problem behaviour that you were willing /able to enforce?
7. Make sure your child followed the rules you set all or most of the time?

3.3. Proactive Parenting

1. Avoid struggles with your child by giving clear choices?
2. Warn your child before a change of activity was required?
3. Plan ways to prevent problem behaviour?
4. Give reasons for your requests?
5. Make a game out of everyday tasks so your child followed through?
6. Break a task into small steps?
7. Prepare your child for a challenging situation?

Section 4 - Difficulty and change

Which of the parenting duties is difficult to perform? *

Encouraging Good Behaviour	Yes	No
Setting Limit		
Proactive Parenting		

In which area of parenting you would like to do things differently? *

Encouraging Good Behaviour	I really want to change	To some extent	Fine as is
Setting Limit			
Proactive Parenting			

Section 5 - Other

Please write anything you would like to say on well-being and parenting issues?

Please include your email address here if you would like to receive the finding of the study.

Thank you so much for your participation

b) Focus Group Discussion Guide

The Effect of Subjective Well-being on Working parents' Parenting Behavior, in case of Save the Children Employees

Focus Group Discussion Guide

Welcome, my name is Bizunesh Gelaw. I am a student of Indira Gandhi National Open University (IGNOU); I am doing this research because it is requirement to complete my Master Degree in Social Work Research.

The research aims to measure the effect of subjective well-being on parenting behavior. The result of the study will be shared with all relevant stakeholders to use it as an input to make their programs and policies better.

I would like to thank you for your willingness to support me better understand the status of subjective wellbeing of working parents and its effect on parenting behavior. Your voice is truly unique and valuable and I look forward to learning more about your ideas about subjective wellbeing and experiences of parenting through group discussions. There is no right or wrong answer and you are the expert parents today.

Our discussion will last about forty-five minutes to an hour. Feel free to ask any question you have or need clarity. If you feel uncomfortable or any difficulty happens you can dropout form the session.

To start with, we will go around the circle and introduce ourselves to the group. Please tell us: Your name, your age and how many children you have

1. How do you understand well-being in general and subjective well-being in particular?
2. What measures to you take to be in a good wellbeing status?
3. Whose wellbeing is a propriety in your family? The parents or the children? Why?
4. Which one should be prioritized (parents/children)?
5. How do you see your parenting skill and parenting behavior/practice currently, are they easy or difficult/challenging to perform? Why? (focusing on encouraging good behavior, Setting limits, Proactive parenting)
6. What influences your parenting skills? What are the major sources of information?
7. What community resources are you aware of that helps to improve wellbeing and parenting practices? What kind of resources would you like to see more?

Thank you

c) Key informant Interview Guide

The Effect of Subjective Well-being on Working parents' Parenting Behavior, in case of Save the Children Employees

Name: _____

Responsibility/Position _____

1. Is parenting wellbeing a priority of your program? Why or why not
2. What are your interventions focusing on parenting well-being? And who are your target groups? Is there any focus on working parents?
3. What about parenting skills? Is it a stand-alone program or a strategy to enhance children well-being? What kind of skills/practices you would like to have the parents you supported? Which skills are very important? (encouraging your good
4. Who are your targets for parenting skill related interventions? Is there any focus on working parents?
5. Is there any policy/ consideration to equip the employee of your organization parents with required parenting skills?
6. What would you suggest for future consideration regarding parents' well-being and parenting skills/behavior?

Thank you

d) Proposal

**PROFORMA FOR SUBMISSION OF MSW PROJECT PROPOSAL FOR APPROVAL
FROM ACADEMIC COUNSELLOR AT STUDY CENTRE**

Enrolment No: ID1361118

Date of Submission: July, 2019

Name of Study Centre: St.Mary's University

Name of the Guide: Mosisa Kejela, PhD Can

Title of the Project: Effects of Subjective Well-being on parenting Behaviors: the Case of Save the
Children Working Parents in Ethiopia

Signature of the student : .

Approved / not approved

Signature _____

Name& address of Guide: Mosis Kejela (PhD Cand)
St.Mary's university ,
Addisbeba Ethiopia

Name&Adress of Student:-Bizunesh Gelaw Tessema ,
Addis Ababa, Ethiopia

Date: August , 2019

INTRODUCTION

1.1 Background of the Study

Family is an important social institution that contributes to the development of a society. It is the primary institute that has an impact on children's physical, cognitive, social, and emotional development. The role of parenting played in the family setting is a very important and critical social role in supporting and shaping all the developmental outcomes of children. It is a long-lasting responsibility covers from infancy to adulthood stages (Pact Ethiopia, 2014). Parenting, that supports positive behaviour, set limits or boundaries and is proactive, contributes to positive development outcomes of children. To bring positive outcomes the parents should fulfil the biological, physiological, social financial needs of their children.

Parenting itself affected by a number of demographics, social, economic, cultural, and personal aspects (CRS, 2016). Parental well-being considered as one of the major aspects that affect well-being of individual family members, optimal parenting practices, and positive developmental outcomes for children.

Well-being has two dimensions objective well-being (OWB) and subjective well-being (SWB). OWB is about economic status, educational attainment and safe environment. On the other hand, SWB is perception of quality of life. It is described in terms of a good mental condition consists of life evaluation (Life Satisfaction), hedonic/affect (emotional estate) and eudemonia (purpose in life or good psychological functioning). It is considered as measure of happiness or life satisfaction. The overall assessment result of subjective well-being can be interpreted as level of positive functioning in a broader sense (OECD, 2013).

Full time employment is one of the major economic activities the parents engaged to support or fulfil the financial need of their family. Though the fulltime employment is a source of financial stability for the family, it can be a source dissatisfaction for the parents' due lack of work - family balance. This situation could negatively affect the SWB of the parents, which intern has consequence on parenting behaviour. (Matysiak et al. 2016),

SWB of people and household become a greater concern of policy makers and development actors. A growing body of academic research has sought to explore the relationship between economic growth and reported levels of life satisfaction within the population. Over the past thirty years, while economic growth measured by traditional economic measures such GDP has grown, there has been no parallel increase in people's satisfaction with their lives (Roberts, 2009).

A global analysis that was conducted using World Value Survey, (Stanca, 2016,) showed that there is a negative relationship between parenthood and life satisfaction worldwide. Amazingly the countries with highest GDP per capita rate scored negative in parental subjective well-being. Denmark, France, Britain and Japan are among the negative scorers. Ethiopia has been ranked 79th with a (-1.52) parenthood satisfaction score. The study also disclosed that "Opportunity cost of time" as responsible factor for parental dissatisfaction in countries with higher GDP per capita. On the other hand, "Worse labour market condition" spotted as a reason for parents living in countries with higher unemployment rate.

This is a good indication that economic development and overall well-being is not a guarantee to ensure life satisfaction/subjective well-being / of citizens, particularly parenthood subjective well-being. It is beyond economic development. Again, there is a general perception that success in economic terms directly related to good parenting. However, evidences show that there is no straightforward relationship between economic status and good parenting. (Katz, 2007).

On the other hand, evidences show that, life satisfaction has a strong effect on parenting. The lesser parental life-satisfaction implies the lesser the ability of raising children successfully and their pleasure from raising their children. As a result, children might suffer due to gaps in parenting. A good subjective well-being of parents, despite their poor financial status, has positive outcome on the future of children and the whole family (Roberts, 2009).

The above evidences shows that:

- There is a critical condition of overall subjective well-being of adults and parenthood subjective well-being in Ethiopia,
- Good financial status does not guarantee parenthood subjective well-being as well as good parenting behaviour/practice
- Good subjective well-being status has positive effect on parenting behaviour

Focusing on the above points, the research intended to study subjective well-being status of working parents and its effect on their parenting behaviour by focusing on employees of Save the Children. Working parents, especially employees who work for international organizations like Save the Children perceived to have good well-being status as well as good parenting behaviour due to their relative better income and educational status. As a result, they are exempted from any wellbeing and parenthood programs run by development actors.

The study will provide new evidences on the subjective wellbeing of working parents and their parenting behaviour. It will serve as an eye opener for the parents to in terms of creating awareness on the importance of giving attention for their well-being to be good parents for their children. Again, the research will inform policy makers and development actors that might help to shape their policy directions and programs focusing on child wellbeing. Finally, it serves as a good initial point for further investigation.

1.2 Statement of the Problem

This research initiated based on personal experiences, concerns, and interest to understand the factors that contribute to fulfilling a parental role successfully parallel with the professional responsibility. Besides, it is strengthened by exposures to different development programs in the work-life that exempted the working parents assuming that they have a better wellbeing and parental skill. I understand that parenting is a very rewarding but tough role that demands a lot of physical and emotional energy. However, there is no system that supports working parents be in a good position in terms of physical, and mental health to effectively fulfil the roles and responsibilities expected from them.

Working parents, particularly those who are employed by international organizations such as Save the Children are relatively in a good financial status and educational level when we compare them with other members of the society. This situation makes them to be exempted from children well-being and parenting programs implemented by development actors. There is a misconception that relates good financial status with good SWB status and good parenting. However, in reality these parents are overstressed and struggling to balance work-family roles.. This situation can affect their SWB, which intern has an effect on heir parenting behaviour.

Recently, it has been observed that there is an increasing focus from policymakers and development actors' side for children's well-being. To achieve their objectives the actors are engaging parents by considering as key stakeholders. However, less attention has been given to the well-being of parents.

In Ethiopia, well-being included in different health, social welfare, and, economic policies. However, it lacks clarity and focus (Kasahun, 2015). Also, mostly child well-being focused development programs run by the non-governmental organizations in the country, give a greater emphasis on the developmental outcomes of children. They design their programs to build the capacity of parents to be better parents for children. They train parents to make them aware of the

key roles that are expected from them. They try to help parents to acquire the skills they need to fulfil their parenting roles. However, less focus has been given for the well-being of the major role player, the well-being of parents, which has a multidimensional effect on parenting.

Most of the time child well-being programs target vulnerable children for child abuse and exploitation and working with parents of those children. This situation leads to the exemption of working and educated parents from different kinds of programs that can help to be better parents; this includes the employees of the social sector themselves. This portion of the community is expected as skilful and has a better well-being. However, number of researches shows the reverse.

For example:

- Ethiopia scored 4.38 out of ten and ranked 117th out of 142 countries in the level of life satisfaction in 2016 (Ortiz-Ospina et al, 2019)
- 52% of working adults living in Addis Ababa reported a very low level of life satisfaction (Kasahun, 2015)
- Ethiopia ranked 79th out of 105 countries with -1.52 (very low) parenthood satisfaction score (Stanca, 2016)

The above statistics show that the subjective well-being status of Ethiopian adults, in general, is very low. Particularly the negative score of parenthood satisfaction score greater attention for further investigation and policy and program level intervention. On top of all the above, lack of evidence on the subjective well-being status of working parents and its effect on their parental behaviour gives a good base to investigate the situation.

As a result, there is a need to thoroughly examine and understand the impact of subjective well-being on parenting behaviour in case of working parents, who are wrongly perceived to have good well-being status due to their financial status. However, working parents are leading relatively stressful life due to their multiple roles as an employee in the working environment and as a parent at

household level. This situation forced them to struggle to achieve work-life balance as well as aspiring to raise tomorrow's good citizens. This situation might affect their subjective wellbeing and in turn affects their ability to undertake their parenting role as much as required.

1.3 Objectives of the Study

1.3.1 General Objective

The general objective of the study is to assess the status of subjective well-being of working parents, their parenting behaviour and the effect of their SWB on their parenting behaviour focusing on Save the Children employees in Addis Ababa.

1.3.2 Specific objectives

- To assess the overall subjective well-being status of the working parents (interims of eudemonic, life satisfaction and hedonic elements of subjective well-being)To assess the parenting practices of the working parents (in terms of encouraging good behaviour, setting limits and proactive parenting)
- To examine the effect of subjective well-being in variable son parenting behaviour
- To assess if there are differences in status of subjective well-being and parenting behaviour between groups based on socio-demographic factors (such as gender, age, educational status, income and number of children)

1.4 Research Questions

The research will try to answer the bigger research question “the impact of subjective well-being on parental behaviour”. Also, it will try to identify:

- How does the overall status of subjective well-being of working parents of Save the Children in Ethiopia looks like?
- How is the parenting behaviour/practice of the working parents looks like?
- How much subjective well-being has effect on parenting behaviour (supporting good behaviours, setting limits and proactive parenting)? Which components and sub-components of subjective well-being have strong effect on parenting behaviour
- Which socio-demographic factors have influence on subjective well-being and its components?

1.5 Significance of the study

The study will have number of benefits to different interest groups. Primarily it helps to understand the status of their subjective well-being, its impact on their life in general and parenting behaviour in particular. It also alerts them on measures to be taken as an individual to enhance their well-being. In addition, it will be used trigger policy makers and development actors including Save the Children – Ethiopia to give due attention for the well-being of parents who are very critical stakeholder for their child focused programs. It may also serve us a base for social work researchers to further investigate the area at large scale to measure social progress at national and different levels. The study will also come up with some practical recommendation by looking at experiences of different countries and development actors working in the areas. This will serve to inform government policies and programs of different development actors.

1.6 Scope of the study

The study will be conducted in Addis Ababa, Nifas Silk Lafto sub-city focusing on working parents hired by Save the Children – Ethiopia. The study focuses on working parents who have children below 18 years of age, both mothers and fathers. Conceptually, the study tries to cover the subjective

wellbeing status of parents and its effect on their parental behaviour. Content wise, the study will be limited to the relationship between subcomponents of subjective well-being and parenting behaviour.

1.7 Limitation of the Study

The study is limited to available resources such as time, finance and information. The assessment will be limited to working parent and their subjective well-being in case of one organization, generalization to working population might be difficult. It would have been very useful if large scale well-being focused data it is collected to measure the societal progress at regional and national levels. The research depends on self-reporting of parents rather than view of children and observation at family level.

1.8 Description of the Study Area

Nifas Silk Lafto is one of the 10 sub cities of Addis Ababa located in the southwest suburb of the capital and has a total of 12 districts administrative structure. According to Addis Ababa the Central Statistics Agency, the estimated population size is 401,897 (198,116 Male and 212,781 Female). 36% of the population is children (CSA, 2018). There are 183 kindergarten (170 private owned), 130 primary school (104 private owned) 18 secondary school (8 private owned), 19 TVET (16 private) and 6 collages (all are private owned). There are 87 health facilities. There is no hospital in the sub-city. Save the Children is Located in Woreda 3 around Old-airport area. The area has good housing and infrastructures in comparisons of other neighbourhoods. There are well-known private and international schools, banks, shopping centres diplomatic missions and number of embassies, bilateral agencies, NGOs such as SOS, Save the Children, and Pathfinder are among the well-known NGOs.

Save the Children is one of the well-known international non-governmental organizations operating in Ethiopia. It implements number of development and emergency projects in all regions and city

administrations in six thematic areas: nutrition, education, water sanitation and hygiene (WASH), child wellbeing, and livelihoods/resilience. The child wellbeing programs focuses on providing vital support to the most vulnerable children. The major interventions are strengthening access and quality of psychosocial services for vulnerable children and their families, building resilience skill of highly vulnerable children, and strengthening community-based mechanism for child welling services. In 2017, Save the Children reached 8.8 million people 56% of them are children. The Child protection/well-being program reached 257,272people. The196, 180 are children (48% girls) and 136,650 adults (52% women). In 2017 only 3,440 parents (60% female) were provided with training on parenting and alternative ways of child disciplining to enhance their capacity to provide proper care and support to children; and a total of 500 (70% female) parents/ caregivers from vulnerable households provided with income generating support.

1.9 Universe of the Study

The research will employ mixed methods, both quantitative and qualitative methods to gather relevant and sufficient information to answer the main and specific research questions. The researcher will use structured and semi structured interviews, focus group discussion, key informant interview and document review research techniques.

The universe of the study is comprised of employees of Save the Children Addis Ababa office. Save the children has 392 (40% female) staff members working in Addis Ababa Office. Out of this, 123 are parents of Children under 18 years of age. The research targets both parents (mothers and fathers).

1.10 Sampling Method and Sample Size

For this research, the following formula is used to determine the sample size.

$$SS = \frac{Z^2 * (p) * (1-p)}{c^2}$$

Where:

Z = Z value (e.g. 1.96 for 95% confidence level)

p = percentage picking a choice, expressed as decimal (.5 used for sample size needed)

c = confidence interval, expressed as decimal (e.g., .05 = ±5)

Thus, the required sample size becomes ss=93. The 93 parents will be selected using simple random sampling method. 93 randomly selected individuals will be communicated through email and in person. 80% response rate is expected. As a result, a minimum of 75 complete responses will be analysed. Considering the homogeneous of the population the findings can be generalized for the study population.

1.11 Tools for Data Collection

The research will use diverse tools of data collection such as interview schedule, interview guide and focus group discussion guide and document review matrix. The researcher will collect the required data employing these instruments. The data will be collected on electronic and paper-based methods in English language.

To strengthen the evidence-base and triangulate the data, target group interview, key informant interview with child protection thematic leader, head of child safeguarding and one child protection manager (three senior staffs) and two focus group discussion with male and female groups separately will be conducted. Besides, program documents, reports and policy documents will be reviewed to thoroughly understand the situation.

1.12 Data Analysis and Interpretation

To analyse the quantitative data generated from primary sources Statistical Package for Social Sciences (SPSS) will be used. Accordingly, the built-in statistical tools and tests will be used to produce descriptive statistics. The qualitative data collected through those qualitative research instruments/tools will be also analysed using thematic and content analysis techniques.

For presentation, data will be disaggregated based on some demographic factors such as age and gender of parents, marital status, number of children and income level. Summarised narrations, tables, graphs, and figures will be used for interpretation and illustration purposes of the findings of the assessment

1.13 Ethical Considerations

The purpose of the study will be clearly stated in the introduction part of the questionnaire. The consent section will be included in the instrument to let the participants to agree and continue with the survey question or to disagree or dropout. To keep a high level of confidentiality participants will respond unanimously without mentioning their name or any factor that can be easily indicating their identity. Interested participants to receive the resulting survey will be requested to provide their email address or appropriate means.

1.14 Organization of the Study

The report of the study will be organized into five chapters:

Chapter One- Introduction – this Chapter will contain some background information on the concept of subjective well-being, its relevance for social work and reliable measure for positive functioning and social progress, statement of the problem and objective of the study.

Chapter Two – Literature Review - Related literature will be reviewed and the findings will be presented.

Chapter Three - The third chapter, shall deal with methodology of the study such as research design, description of the study area, universe of the study, sampling and sampling methods, tools for data collection and data analysis and interpretation and ethical consideration.

Chapter Four - collected data will be analysed and interpreted, findings of the study provide information on the background of the respondents and the results of the statistical analysis of each study variable. In this chapter, the research questions will be answered thoroughly.

Chapter Five, conclusion and recommendation will be focused based on the findings of the study; the conclusion will be made on the effect of subjective well-being on parental behaviour. Again, recommendations or practical measures to be taken based on the findings of the research will be listed out based on the type of users and audiences of the study.

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e) Supervisors CV

Curriculum Vitae

of

Mosisa Kejela MEGERSA

Contact: Mob: +251 933707782, E- mail: mosisak@gmail.com

Address: Addis Ababa, Kolfe Keraniyo Sub City, Woreda 5, & House Number: 2648

Educational Background:

- PhD Candidate in Social Work, University of South Africa (UNISA), Specialization in Field Practicum Supervision , Addis Ababa , Ethiopia , Jan 2019.
- MA Degree in Social Work , Indira Gandhi National Open University(IGNOU), Maidan Garhi , New Delhi -110068, India , June, 2013.
- BA Degree in Management, Alpha University College, Addis Ababa, Ethiopia, Dec, 2011.
- Diploma in Management, Alpha University College, Addis Ababa, Ethiopia, Dec, 2002.
- BA Degree in Theatre Arts ,Addis Ababa University , July 1986

Work Experience:

Director, Graduate Studies Student Affairs, St. Mary's University, Addis Ababa, Ethiopia

October 2018 – to-date.

- Coordinate graduate programs schedules of teaching learning , exams , absenteeism , advising and counselling;
- Coordinate instructors' evaluation, course experiences survey, student satisfaction survey and consultative meetings.
- Advise students on social work research , supervise social work field practicum supervision, organize individual and group conferences ;
- Participate discipline specific curriculum development , briefing external professional team during accreditation evaluation process;
- Participate in annual preparation, implementation, and evaluation, monitoring and reporting.

Deputy Director, International programs St. Mary's University (SMU), Addis Ababa, Ethiopia, April 2014- Sep 2018.

- Responsible for managing the International Programs operations to establish smooth teaching – learning processes ;
 - Coordinated tutorial programs academic counselling , schedule development , instructors assigning , tour marked assignments evaluation and term end exam invigilation
 - Advised the students on project proposal development , research paper writing, report writing ,coordination and time management as well as rapport building skills ;
 - Coordinated placement of the students in different agencies ,involved in problem solving with partner agencies , facilitation of teaching and learning process;
 - Advised students on research design & methodology , research approaches, data collection , data interpretation and analysis ;
 - Advised the students on case management, case conferencing and investigation and intervention, termination and evaluation;
 - Prepared and consolidated progress reports for top management including , identification of problems , encountered challenges and with possible recommendations;
 - Provided tutorial classes /trainings ,evaluated tutor marked assignments, advised the students on dissertation and supervised field work practicum of master of social work ; and
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- Guided the staff and other units in preparing their progress reports in accordance with approved reporting formats and ensure their timely submission.

Team Leader/ Operations Officer, United Nations Mission in Sudan (UNMIS). Oct 2010-Mar 2011

- Responsible for two counties to identify and develop strategic partnerships with government organizations , civil society organizations and donors to implement referendum project;
- Responsible to prepare operational plan , implementation , monitoring , evaluation , and reporting of the referendum program activities ;
- Coordinated technical support provision to governmental and non- governmental organizations , volunteers and other partner organizations in implementation of referendum capacity building training programs ;
- Ensured smooth implementation of field operations effectively by addressing policy guidance, logistics, and other project needs as per the UN SOP;
- Planned , organized and coordinated , implemented ,monitored ,evaluated and reported capacity building training with the objective of attaining high standard of performance in accordance with policies and guidance of the UNMIS;
- Supervised the UNV and other UN Teams in the county and provided overall team leadership and guidance for the team activities and delegation as per SOP;
- Administered UN personnel and the project office without dedicated administration officer and performed daily administrative matters such as e sustaining UN living and working standards;
- Served as security focal person and participated in security management meeting (SMT), delegated the UN Mission in the county and reporting to Regional UN Office.

Provincial Public Outreach and Training Advisor, UNDP Project - Afghanistan, Feb 2009 –

Jan 2010

- Advised the Provincial electoral officials and technical experts in design and implementation of the capacity building and training activities on electoral administration, legal framework , electoral dispute resolution with partner agencies;
- Advised provincial office in designing locally relevant outreach strategies to involve the diverse community members through face- to- face , community mobilization events (CME) , on –the- spots programs ;
- Advised the provincial office on training of women , youth ,elders , community leaders and other sectors participation in capacity building and training to enhance their understanding of the election process ;
- Supported on coordination of GOs, NGOs, CBOs and media groups engagement in capacity building and trainings to contribute to free ,fair , transparent and accountable elections;
- Advised the provincial office on involving socially disadvantaged groups such as displaced and disabled people, women and youth as well as other marginalized groups participation in capacity building trainings ;
- Represent UNDP Electoral Project to participate in coordination meetings, roundtable discussions and other events as per the guidance of the UNDP Project;
- Contributed to regular programmatic implementation reports to donors and other partners on monthly, quarterly, semi-annual and annual or final performance reports;
- Supported in regularly monitoring, evaluating , data collecting of trainings , workshops , discussion forums and community mobilization events that include pre and post assessments required data;
- Advised on maintaining sensitive and non –sensitive project documents with track project progress, file entire project documents in an appropriate database , ensure that the documents are accurate and have acceptance by the project office;
- Closely monitored , the capacity building and training schedule and monitoring deadline for each training activity , pinpointed the delayed activity and brought to the attention of the project office for remedial solutions and
- Coordinated the maintaining and developing of productive working relationship with partner institutions.

Provincial Public Outreach Officer, United Nations Assistance Mission in Afghanistan /

UNAMA/ March 2004-Dec 2005

- Responsible for public outreach planning ,organizing ,staffing ,directing ,coordinating, reporting , budgeting ,communication ,monitoring ,evaluation and feedback of presidential election process ;
- Organized capacity building training for National Public Outreach Trainers , Public Information Officer and Small Grant Officer and Panther NGO Trainers on public outreach of election programmes ;

- Coordinated partner GOs, NGOs , UN Agencies , CSOs and media groups involvement in mobilization of target groups participation in democratization process ;
- Represented UNAMA at provincial level in networking, security management meeting and other coordination meetings;
- Represented UNAMA at provincial office specifically the public outreach department and
- Prepared and submitted reports to HQ as per the requirements in a timely manner.

Human Resource Development and Management Advisor, Oromia Capacity Building

Supreme Office (OCBSO) - GO, May 2002 – Mar 2004

- Responsible to advise the OCBSO on human resource development and management in establishing working systems ;
- Designed and formulated project proposals on trainings of Good Governance ,Decentralization, Participatory Planning ,Organizational Conflict Prevention and Management, Strategic Planning and Management that have been fund by DFID- Ethiopia , Pact-Ethiopia, and World Bank – Resident Mission;
- Developed and maintained appropriate working relations with Regional, Zonal and Districts and higher educational and training institutions of the national regional State;
- Served as a key liaison for communication and coordination ,assessment and reporting of activities specific to the projects among OCBSO, Donors , Line Government Offices;
- Prepared projects comprehensive narrative and financial reports for OCBSO and Donors.

UNV Civic Education Officer, United Nations Transitional Assistant Mission in East Timor

(UNTAET), May – November 2011

- Coordinated District Administration and sectors of UNTAET at District level to ensure effective planning, coordination, communication and operation of civic education across the district;
- Trained local staff on civic education and project management of small and medium grants to enhance their implementation capacity effectively and efficiently;
- Coordinated training, briefing, workshop, discussion forum of civic education of women groups , youth groups , community leaders , social organizers and school community
- Provided logistic and administrative support to trainers and ensured effective distribution of civic education materials in the district and sub districts;
- Coordinated UNDP Micro and Medium - Grant projects of civic education at district level to support Civil Societies involvement in promoting good governance and fighting corruption;
- Coordinated with national office and UNDP to ensure timely release of fund for partners to realize the implementation as per the planned schedule of the organizations;
- Contributed for increased number of key civic education stakeholders and strengthened to expand democratic participation as well as promoted local development forum that focused on gender issues;

- Organized specific awareness raising programs for women and other marginalized groups to increase their participation of civic disposition, civic skills and civic knowledge to equip with actionable skills of conflict resolution in a nonviolent and tolerant manner;
- Organized face to face, community mobilization events and discussion forums for different community members' sensitization towards democratic rights and responsibility.

UNV Registration Supervisor, United Nations Administration Mission in Kosovo / UNMIK /

April 2000 - October 2000

- Organized training to national staff on registration procedures and technical issues,
- Supervised and advised local staff, identified the logistics and personnel requirement of the center,
- Completed and forwarded daily statistics of the registration in the field office,
- Served as focal point for problem solving to staff, logistics and security of the registration center.

UNV District Electoral Officer, United Nations Missions in East Timor / UNMET/Jul -Sep

1999

- Trained, mentored, advised local staff and run voter registration process;
- Planned, implemented, evaluated, and reported civic education activities of District to HQ;
- Organized civic education training and briefing to target voters of various community members;
- Liaison with local authorities, community and association leaders; and
- Monitored campaign process, identified and arranged polling stations, supervised polling and counting processes.

General Manager, Children and Youth Theatre (CYT) - GO, Jul 1992 – Jul 1997

- Established productive working systems such as human resource development and management, financial and property management, planning and operational management systems;
- Formulated innovative, informative and educative project proposals on HIV/ AIDS Prevention, EPI / ORT , Girl Child Prostitution ,Child Rights Convention ,harmful practices and girls education that have been funded by UNICE – Ethiopia and Norway Save the children ;
- Translated different plays from English to Amharic, from English to Oromiffa and staged for target audiences in theatre house , recorded and transmitted through Ethiopian TV and Radio for wider community members;
- Establish smooth working relations and networking with media groups
- Coordinated CYT's Japan Embassy, UNICEF and Norway Save the Children projects on donation of professional Studio equipment, Musical instruments and Vehicle;
- Prepared quarterly, semi-annual and annual activities and financial reports and submitted to line government and donor agencies as per the requirements.