



GENDER AND DEVELOPMENT STUDIES (Centre for Gender studies)

**Program: Masters of Arts and social sciences in Gender and
Development**

**UNDERSTANDING THE LIVED EXPERIENCES OF WOMEN EARNING
INCOMES AND ITS EFFECT ON GENDER RELATION IN THEIR HOMES:
CASE STUDY OF STECOMA**

***A RESEARCH SUBMITTED TO THE CENTRE FOR GENDER STUDIES AS PROCEDURAL
REQUIREMENT FOR THE AWARD OF MASTERS OF ARTS AND SOCIAL SCIENCES IN
GENDER AND DEVELOPMENT***

GATERA UKEYE NICOLE

REGISTRATION NUMBER: 216360684

SUPERVISOR: DR. KAGABA MEDIATRICE, PHD

OCTOBER, 2020

**Understanding the lived experiences of women earning income and its effect on
gender relation in their homes: *case study of STECOMA***

GATERA Ukeye Nicole

Registration Number: 216360684

A thesis submitted to the Centre for Gender Studies, College of Arts and Social Sciences,
University of Rwanda in partial fulfilment of the requirements for the degree of Master of
Social Sciences in Gender and Development.

University of Rwanda

October, 2020

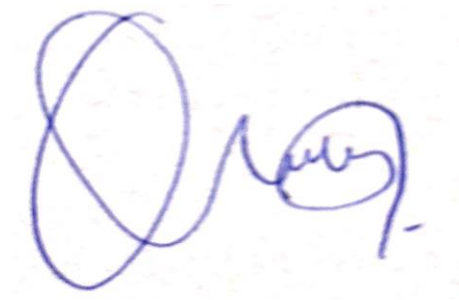
Word count: 23.125

Supervised by **KAGABA Mediatrice, PhD**

CERTIFICATION

The undersigned certifies that he has read and hereby recommends for the acceptance by the University of Rwanda, the dissertation entitled: *Understanding the lived experience of women earning incomes and gender relation in their homes*, in fulfilment of the requirements for the degree of Masters of Social Sciences in Gender and Development from the Centre for Gender Studies, College of Arts and Social Sciences.

Signature:

A handwritten signature in blue ink, consisting of a large, stylized initial 'K' followed by a cursive name.

Kagaba Mediatrice, PhD

Date: October,12th.2020

DECLARATION AND COPYRIGHT

I, Nicole Ukeye GATERA, hereby declare that this thesis is my own original work. To the best of my knowledge, it contains no material previously published or written by another person, no material which to a substantial extent has been accepted for the award of any other degree or diploma at the University of Rwanda or any other institution, except where due acknowledgement is made in the dissertation. Any contribution made to the research by others, with whom I have worked at the Centre of Gender Studies, or elsewhere is explicitly acknowledged in the dissertation.

I also declare that the intellectual content of this dissertation is the product of my own work, except to the extent that assistance from others in the dissertation's design, and conceptions or in style, presentation and linguistic expressions is acknowledged.

Signature:

Date: 12th October 2020

No part of this thesis may be reproduced, stored in any retrieval system, or transmitted in any form or by any means prior written permission of the author or the Centre for Gender Studies of the College of Arts and Social Sciences, University

ACKNOWLEDGEMENTS

To

My Lord Father - the Almighty, the Righteous God, my Comforter, my Enabler, my Protector, and my all in all.

The helpful administrative staff for their heartfelt facilitation.

My distinguished lecturers and my esteemed supervisor Mediatrice Kagaba PhD, who tirelessly shared their knowledge with me and gave me a life lasting gift.

The impressive research participants and key informants for their trust and confidence they placed in me by sharing their lived personal experiences and perceptions.

My wonderful classmates/colleagues with whom we held hands to walk together this journey.

My deepest acknowledgement goes to my parents for their love, devotion and understanding. I will be forever grateful for your unconditional love. I also acknowledge my Husband and brothers for the special encouragement and assistance during this last years of study. You have proven to be the best siblings anyone can dream off.

My lovely family and friends who directly or indirectly contributed to the completion of my Master's study.

DEDICATION

To

My husband, BAYINGANA Boris for his invaluable care and support throughout this journey.

My Loving parents, Gatera Manzi A. and Late Mother Bishagara K. Therese (who couldn't see this thesis completed) for their enriching guidance, support and help to pursue this study period with energy and ambition.

My brothers and Son for their love and Help during my study period.

My entire family members, In-law family and friends for their support and encouragement through this hard period of studies.

ABSTRACT

This study explores the lived experiences of women earning income and its effect on gender relation in their homes, in Nyarugenge District, in Rwanda. More specifically, it explores how women working full time balance responsibilities and work as well as how the work outside home affect their relationships at home as well as the challenges they face.

The study uses the qualitative and quantitative approaches with 20 participants who were selected using purposive sampling. Data were collected through in-depth interviews, focus group and documents analysis.

The finding revealed that being a women income earner has effected them positively in a sense that her earnings is considered by a husband as a contribution to the family wellbeing. In some couples, five families manage to build houses, seven bought plots of land outside Kigali while other five couples now they have small cattle's and fifteen couple's children are well nourished and educated. And on the other side husband feel inferior or uncomfortable to see his wife doing what he thinks he could do for himself or for his family. Because of that feeling of inferiority, he started telling the women to take charge of everything in the family to discourage her by putting all the family burdens on her.

However, women income earner face challenges as the culture has its own barriers on women who works outside home, but they accepted to break all kind of discouraging word and face the problem. In addition, in some cases, women reported facing challenges where some men do not feel proud of them because they earn more income than their husband. In same families, this create disagreement and can sometimes led to conflict and divorce. This still show that families still have journey to take in educating some people who still can't manage home income whether it is brought by men or women.

The study concludes that the lives of women earning income has changed positively in their relationships where husband understand their wives and support each other. Consequently, there are so many challenges women income earners face at home with their husband, and it is not easy for women to balance home responsibility and managing work because it truly need time. The study recommended them that communication and union between spouses is important in helping women balancing home responsibilities and work.

TABLE OF CONTENT

CERTIFICATION	iii
DECLARATION AND COPYRIGHT	iv
ACKNOWLEDGEMENTS	v
ABSTRACT	vii
LIST OF TABLES	xii
LIST OF FIGURES	xiii
ACRONYMS AND ABBREVIATIONS	xiv
CHAPTER I: GENERAL INTRODUCTION	1
1.1 INTRODUCTION TO THE CHAPTER	1
1.2 BACKGROUND OF THE STUDY	2
1.3. PROBLEM OF THE STATEMENT	4
1.4 OBJECTIVES OF THE STUDY	7
1.4.1 General objective of the study	7
1.4.2 Specific objectives	7
1.5 RESEARCH QUESTIONS	7
1.6 SIGNIFICANCE OF THE STUDY	8
1.7 SCOPE AND LIMITATION OF THE STUDY	8
1.8 CONCLUSION OF THE CHAPTER	8
CHAPTER 2: LITERATURE REVIEW	9
2.1 INTRODUCTION	9
2.2 EMPIRICAL REVIEW	9
2.2.1 Roots of gender inequality at home in some places in the world	9

2.2.2 Literatures on women earnings and gender relation in the western world	13
2.2.3 Literatures on women earnings and gender relation in Africa	16
2.2.4 Literatures on women earnings and gender relation in Rwanda	18
2.3 THEORETICAL REVIEW	20
2.4 THEORETICAL FRAMEWORK	23
2.5 CONCEPTUAL FRAMEWORK	26
2.6. DEFINITION OF THE KEY TERMS	28
2.7 CONCLUSION OF THE CHAPTER	29
CHAPTER 3: METHODOLOGY	29
3.0 INTRODUCTION	29
3.1 RESEARCH DESIGN	30
3.2 TARGET POPULATION	30
3.2.1 IDENTIFYING PARTICIPANTS	31
3.3 DATA COLLECTION TECHNIQUES	32
3.3.1 FACE-TO-FACE INTERVIEW	32
3.3.2 KEY INFORMANT INTERVIEW	33
3.3.3 OBSERVATION	33
3.3.4 Data Analysis	34
3.3.5 GROUNDED THEORY	34
3.4 LIMITATION OF THE STUDY	35
3.5 THE POSITION OF THE RESEARCHER	35
3.6 VALIDITY AND RELIABILITY	35
3.7 ETHICAL ISSUES	36
3.8 CONCLUSION OF THE CHAPTER	37

CHAPTER 4: PRESENTATION, ANALYSIS AND INTERPRETATION OF THE FINDINGS	38
4.1. INTRODUCTION	38
4.2 PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS	38
4.2.1. Profile of respondents	39
4.2.2. Women earning income and it effect on relationship with their husband	41
4.2.2.a) Good experience of earning income as women narrate	41
4.2.2. b) Negative experience of earning income as women narrate	43
4.2.3 Women narrate how they balance their work and home responsibilities	45
4.2.4 The challenges faced by women earner income than their husbands and its effects on	47
their relationship	47
4.2.4. a) The influence of culture and social attitude via women earning income	49
4.2.4. b) Men’s opinions on the attitudes of working women	50
4.3 CONCLUSION OF THE CHAPTER	55
CHAPTER 5: CONCLUSION AND RECOMMENDATIONS	56
5.1 INTRODUCTION	56
5.2 SUMMARY	56
5.2.1 How women earning income can affect relationship with her husband	57
5.2.2 How women working full-time balance home responsibilities and work	57
5.2.3 The challenges faced by women earning more income than men	58
5.3 RECOMMENDATIONS AND SUGGESTIONS	58
5.4 CONCLUSION OF THE CHAPTER	60
REFERENCES:	60
APPENDICES	64
APPENDICE I: The Map of Rwanda	64

APPENDIX II: The City of Kigali and its District	66
APPENDIX IV: Guiding questions for interviews	68
In-depth interviews research questions	68

LIST OF TABLES

Table 1: Economic Disruption and Gender Anxiety, 2015	Error! Bookmark not defined.
Table 2: Description of the sample used in the study	39
Table 3:Description of respondents by age.	Error! Bookmark not defined.
Table 4:Profile of Key Informants	Error! Bookmark not defined.

LIST OF FIGURES

Figure 1: Theoretical Framework for results from women in construction	25
Figure 2: Conceptual factors which influence the challenges of Women earning income in construction	Error! Bookmark not defined.

ACRONYMS AND ABBREVIATIONS

AfDB: Africa Development Bank

ABS: American Bureau of Shipping

CIDB: Construction Industry Development Board

CASS: college of Arts and social sciences

Dr: Doctor

e.g: Example

et al.: and other

FGD: Focus Group Discussion

FAO: Food and Agriculture Organization

FWC:Family and Work construction

GMO: Gender Monitoring Office

GoR: Government of Rwanda

ILO: International Labour Organization

ISSP: International Social Survey Programme

MIGEPROF: Ministry of Gender and Family Promotion

nd: Second

No: Number

NYCOSH: New York Committee for Occupational Safety and Health

OECD: Organization for Economic co-operation and development

OSHA: Occupational Safety and Health Administration

PPA: Purchase Price Allocation

PhD: Doctor of Philosophy

Pg: Page

SN: Serial Number

SME: Small and Medium Entreprises

SSA: Sub-saharan Africa

STECOMA: Syndicat des Travailleurs des Entreprises de construction Menuiserie
et Artisanat

UK: United Kingdom

UN: United Nations

UR: University of Rwanda

WFC: Work Family conflict

WHO: World Health Organization

WLB: Work Life Balance

CHAPTER I: GENERAL INTRODUCTION

This study is aimed at discussing and analyzing the lived experience of women earning income and its effect on gender relation in their homes. In this initial chapter the background of the study is presents and states the research problem, the objective of the study then the research questions. It indicates the importance of the research, the purpose and it mentions the rationale of the study. the scope and limitation of the study are outlines. Before closing this chapter, some key concepts are defined in order to make them familiar to the reader. It ends with the outline of other chapters of the study. The study uses the case of women in construction STECOMA.

1.1 INTRODUCTION TO THE CHAPTER

This thesis emphases on women earning income and how it affects their marriage relationships as well as home responsibilities. According to Jao and Li, women's work or post marital work, in particular whether a mother continues to participate in the labor force after childbirth, is affected by the level of education of couple (Jao and Li 2012). Women are the major providers to poverty alleviation and economy through paid and unpaid work in the family, in the society and in the place of work. The Beijing+5 reported that the increasing numbers of ladies achieved financial freedom from work gains (UN, Beijing+5, pg). At this time the numbers of women are more than 11 million people are employed in the United Kingdom, accounting for nearly 50 percent of the workers (Fielden et al, 2000). However, the last 20 years, the gender composition of the workforce across the United Kingdom has changed dramatically; the UK male workfoce has increased by 3%, while the female workforce has increased by over 40% (Cartwright and Cooper, 1994).

The speech of the President Paul Kagame said that if women are held back nobody benefits. Rwandan must change mentality, not just laws. In Rwanda, more female serve in positions of responsibility and headship in government and in the place of work than ever. Those role models, in effect, shape future generations' aspirations and missions.

This study is aimed to understand the lived experience of women earning income and effect on gender relation in homes, for the family promotion and national development. This means paying attention to women's agencies, which are their personal capacity to feel, perceive, plan and

behave within the unique social relationship and historical contexts in which they live their lives (Lois Mcnay 2003; 2004) and Sherry Ortner (2006). It was showed that women are increasingly becoming the main household breadwinner (Bertrand, Kamenica, &Pan, 2015).

Despite female breadwinners contributing a greater share of household income, there is a dearth of research concerning this shift's effect on the content of relationship argument concerning topics such as money, chores, and decisions concerning children, three topics of contention (Papp, Cummings, &Goeke-Morey, 2009). While women continue to earn less for equivalent positions than men, salaries are steadily increasing (Hill, Miller, Benson, Maatz, & Nielson, 2018). Literature has suggested that the more her husband earns the wife out the greater the marital instability (Ressler &Waters, 2000; Tzeng &Mare, 1995; Zagorsky, 2005; Rogers, 2004). The presence of a wife's employment itself wasn't problematic until either a spouse worked longer hours or earned more than her husband.

My study is focus on lived experiences of women earns income from construction industry because traditional mindset of Rwandan society considered construction activities as a domain for men only. I'm interested by this study to show how women earn income and its effects on relationship with their partners and family as whole. By this study some women can learn the experience from those who are successful and how they can manage their relationship.

1.2 BACKGROUND OF THE STUDY

The role of a woman in the family has a great impact positively. Women continue to be highly overrepresented in clerical, service, and professional occupations, while men tend to be overrepresented in craft, operator, and laborer jobs (Catalyst, 2009). Because women's socio-economic status tends to be low in developing countries, reducing gender differences and empowering women are considered key for overall improvement in household conditions.

A brief summary on STECOMA is a Rwandan Trade Union established in 2008. STECOMA is the Union of construction, carpentry and craft enterprises workers with a mission to strive and uphold lives of members of the syndicates and their vision is to establish advocacy strategy and capacity building for STECOMA's members in their construction, carpentry and craft syndicate.

The above syndicate has his headquarter in Nyarugenge District, Rwezamenyo II Sector, and they have other different district where they work and have offices. For my research I will work with STECOMA at Gashara Sector.

According to the article of Africa development bank says that this would address the question of how to strengthen women's economic inclusivity in African infrastructure as a strategy to boost growth and ensure its sustainability. Although, the Rwandan government has always designed projects with users in mind, it is only now that re-focusing the approach to understand the different needs that women have, stemming from cultural pressure, gender role norms, resources and rights (AfDB, 2016).

Thompson (1996) stated that many young men still believe that women are physically and psychologically not suitable at the construction work. Previous studies are inconclusive as to whether the construction industry has yet to actively seek out ways to recruit women (Moccio, 2006). According to Martin, senior leadership teams that are dominated by men set the tone for talent management norms where masculine stereotypes can influence promotion and development opportunities (P. Martin, 2013).

Gender bias, and consequently, unequal control of household resources, affect not only human development outcomes such as child nutrition, but also the productivity potential of a household. International evidence shows that gender inequities have constrained female labor force participation, productivity, and earnings in many developing countries (World Bank, 2007).

In the western countries women share of male dominated Australian industries: construction 17.5%; Mining 16.4%, Women share of male dominated Canadian industries: construction 11.5%, mining (oil and gas extraction): 19.4%, Women's share of male dominated Japanese industries: construction 14.2%, electricity, gas, Heat supply and water 13.3%, Women share of male dominated US industries: construction 8.9% (catalyst, 2009).

In Africa, women have always been active in agriculture, trade, and other economic pursuits, but a majority of them are in the informal labor force. In 1985, women's shares in African labor forces ranges from 17%, in Mali, to 49% in Mozambique and Tanzania (World Bank, 1989). In industry and trade, women have been confined to small-scale operations in the informal sector; however

vibrant these operations are and despite the trading empires built up but the most successful female entrepreneurs.

In these days, women opportunities to engage in the housing and construction sectors are greater now than ever. The Rwandan Government has played a key role in opening the doors for women and encouraged the participation in all aspects of the economy, including construction.

While women's labor force participation is high in many Sub-Saharan African countries as in Rwanda and Tanzania, where women's labor force participation is close to 90 per cent, this does not necessarily mean they are employed in good works, running profitable enterprises, or earning as much as their male counterparts. As investment is needed in skills development, especially for women, to allow them to compete in the labor market and to reduce the male female wage gap. In addition, investment in education will be required to benefit from the youth bulge in urban areas. Women account for more than half of Rwanda's workers, but men are more likely to have wage employment. In fact, a large percentage of women work without pay. I noted that men are more likely than women to work in the formal and the informal sector where earnings are relatively high. Among youth, males and females have nearly similar farm wage earnings, but males fare better in every other wage category. Women are concentrated in unpaid family work suggests that cultural factors (norms about domestic responsibilities) play an important role in labor market decisions. Consequently, even if more wage employment becomes available, women's access to such jobs may not be equal as to men. The United Nations reported that Rwanda was second in the world according to the 2009 social watch Gender Equity index, with only Sweden having a higher score. (United Nations [UN], 2014).

The report of the Gender Monitoring Office published that Gender equality is enshrined in the constitution and Rwanda was the first country in the world to have more than 50% female members of parliament. Women are generally underrepresented in other political institutions and traditional patriarchal attitudes continue to prevail (GMO, 2011).

1.3. PROBLEM OF THE STATEMENT

Diverse national instruments, such as the Rwandan Constitution, the Vision 2020 paper, the second Economic Development and Poverty Reduction Strategy (EDPRS) (GoR, 2013), the Rwanda family policy (MIGEPROF, 2005), the National Gender policy (MIGEPROF, 2010) and other

essential official papers says that the household is a pillar of Rwandan society and that the full ministry has been set up as an institutional framework to preserve family unity and prevent family disputes and abuse (GoR, 2003).

It is found that various responses to women still exist and arise, particularly in disputed women's ability to engage in construction sector, which is usually dominated by simply male, it stated that female's presence in outdoor work, which emphasizes their effectiveness, is autonomous, not emotional and should be violent, is measured to be incompatible with femaleness and could destruct their traditional title role as a wife and mother (Abdul Rahman, 2000). The survey Sector Skills of 2012 by the Construction Sector Report shows that a total of 5,043 industry units were employed in the construction area in Rwanda as Managers, Professionals Engineers, Liberals, Technicians and Artisans.

Worldwide situation in construction is a most important investment factor, being closely linked to economic development. Numerous studies have shown that construction output is growing particularly rapidly, often exceeding the rate of the economic growth as a whole, since countries are putting in place in their simple infrastructure to facilitate development (*Strassmann, 1970; BERU, 1972; Edmonds and Miles, 1984; Wells, 1986; Bon and Crosthwaite, 2000*).

New York Committee for Occupational safety and Health (NYCOSH) reported that women in the construction industry are subject to abhorrent remarks, harassment and physical assaults. Working in such a distracting environment can cause a worker to overlook proper safety precautions, leading to injuries, most of respondents in the surveys reported touching, male co-workers and supervisors commenting and gesturing. Many women find themselves to only woman on a job platform, creating additional stress. Because guiding new staff is habitually done by colleagues, women may not obtain the same attention and on the spot as their male colleagues (NYCOSH, 1999).

According to CWIT's study shows that trades ladies find the sexist attitudes existing on the construction sites unbearable and stress tension. They stated bad behavior, ranging from belittling remarks and continuous monitoring of their work to physical ferocity threats. 52% of the survey respondents indicated that men during their construction careers declined to work with them. The

problem is that don't have a mix of skills as a woman and, at the same time, you're dealing with hostile men. You could handle the dangerous work if you were treated right by men, or if the work wasn't so dangerous you could handle the men. It is the mix that is so strong (OSHA, June 1999). This affect negatively their lives and can lead on dropping on their job and deterioration of the family's economic condition.

According to the Rwanda National Construction Industry Policy, the nation- building sector has been underdeveloped and plagued by a several issues including not enough project continuity because of inadequate public policies; not enough access to money and credit; insufficient public and private sector human resources; negative conditions for credit supporter; and absence of an information for an industry performance indicator (Republic of Rwanda, 2009).

This empowerment system is important not only in terms of growing women's access to salary and resources, but also in terms of managing them and how they use this influence in other aspects of life (Taylor and Pereznieta, 2014). According to Gallup, the average in 19 sub-Saharan African countries (SSA) was 96per cent in 2011 – patriarchal social norms and practices, including quick wedding and the gender division of family work, minimize girls' access (OECD, 2012b; Jones et al., 2014b; Purewal and Hashmi, 2015). Labor markets are complex institutions built on social norms, inequitable forces and imbalances in power (Cook and Razavi, 2012: 3). According to the authors Cavalcanti and Tavares, the number of aspects have a bad effect on the results of women's work marketplace, including social norms on what categories of work are considered suitable for male and female. The effects on salaries and overall output can be significant (Cavalcanti and Tavares, 2015).

Therefore, the present study is aim to cover the gap by analyzing the lived experience of women earning income and how does that affect their gender relation in homes. This situation need to be acted on because it does not affect women in construction only but also the wellbeing of their families and the community in large.

1.4 OBJECTIVES OF THE STUDY

This study is designed to analyze and understanding the lived and experience of women earning income and how does that affect their gender relation in homes.

1.4.1 General objective of the study

The major aim of this study will be:

1. To examine the lived experiences of women earning income and effect on gender relation in homes.

1.4.2 Specific objectives

The study will aim to achieve the following specific goals or objectives:

1. To identify how women earning income can affect relationship with their husbands and community in general
2. To explore how women working full-time balance home responsibilities and work and how does that affect their relationships at home
3. To examine challenges faced by women who earn more income than their partners.

1.5 RESEARCH QUESTIONS

1. How women earning income can affect relationship with their husband and community in general?
2. How women working full-time balance home responsibilities and work and how does that affect their relationships at home?
3. What are the challenges faced by women who earn more income than their partners and how does that affect their power negotiation in their homes as well as community?

1.6 SIGNIFICANCE OF THE STUDY

This study is therefore significant in that it is hoped to make this literature available, and in so doing become a reference point for both academics, policy makers in Rwanda. Being the first of its kind, this study will also be a starting point for future research in the area of gender balance provision for women in Rwanda, as well as in other countries where this literature does not exist.

1.7 SCOPE AND LIMITATION OF THE STUDY

The research is restricted to investigating and to the exploration of understanding the lived experience of women earning income and effect on gender relation in homes. It is focus basically on women working in construction industrial, evidence from this research are based views and perception of respondents. Thus, the results may provide different views that required critical and expert analysis. Due to limited time and financial constraints the researcher couldn't reach a wider sample size.

1.8 CONCLUSION OF THE CHAPTER

This chapter has introduced the study on understanding the lived experiences of women earning income and effect on gender relation in homes; it has set out the context of the study, the background of the study, stated also research aims and objectives, elaborated study scope and discussed the significance and limitations of the study. The chapter has also defined key terms as they are used in this study. The following chapter will discuss literature relevant to the topic of the study as well as explain the theoretical and conceptual frameworks within which this research is situated.

CHAPTER 2: LITERATURE REVIEW

2.1 INTRODUCTION

The current section is focused on the documentation related to this study. It has also reviewed globally, regionally and locally. The literature reviewed and highlighted the position of women earnings income and effects on gender relation in homes. The literature shows how women earning is highlighted in different societies of the world. This chapter also present and explains the area of study that was undertaken, namely the Construction sector. This chapter will conclude with a conclusion related to the conceptual and theoretical framework related to the construction sector.

2.2 EMPIRICAL REVIEW

This segment reviews the existing documentation about women earnings income and how it may affect gender relation in different communities. The review provides a critical analysis of how the current scholarship has assessed the root causes of inequality toward women in diverse societies in Africa, particularly in Rwanda

2.2.1 Roots of gender inequality at home in some places in the world

The Food and Agriculture Organization (FAO) reported in 2011 that poverty is an identifiable features of the dynamic gender role play of household in developing countries. The nature of the gender relation with household are an important factor in alleviating or acerbating the poverty condition of individuals or whole families. The reason for such parameters could be explained by the fact that households are places were family members compete for resources. And depending on which gender is favored with access to resources will determine the long-term financial outcome of the household (FAO, 2011).

The gender dynamic goes beyond the institutional structure of the family. For the household embrace of gender roles often reveals and reflects the wider cultural ethos. The household hence become the basic unit where the culture view is practiced and promoted. (Kabeer 1997). Hence to see any meaningful changes about gender roles and the promotion of a fairer participation of

women in society, there should be deeper structural changes that transcend the family unit. The institutions that shapes family dynamics such as culture, workplace, politics and civil society must be involved with the emergence of new gender norms.

It has been reported that in most societies women are limited in their access to numerous facilities. They are socially, economically and culturally bound to their husbands' directives. Although the situation as changed significantly since 1994 when Bradley Davies reported male dominance over women as unequal partners (Bradley Davies 1994:18), there are still places on earth were such violation toward women right are practiced. Notably domestic violence done against women in some societies, which reveals that the issue on women inequality is an embedded problem within these societal structures. The unequal treatment between genders has led to violence against women and has led to women's choices infringement which has continued to make women dependent to men (Omiunota N. UKPOKODU, Peter Otiato Ojiambo, 2017).

We can take an example of the country of Cameroon, where dependency and control were reinforced in different ways. There are still Women in Cameroon who need to be granted permission from their husband to go out of their houses. Moreover, it was reported that in Cameroon (1995), woman in the family had limited privilege in accessing bank account. Financial transaction (the right to check and withdrawal money, providing with information on her assets from) bank account were only reserved to the male figures (husband or brother). And when women in one farmers' focus group were asked how their husbands used the family finances, they laughed at the question and unanimously said that they didn't know (Cameroon 1995). Davies argued that women's social, political and economic reliance on their male counterpart provides arrangement where men can easily perpetuate violence against women (Davies 1994:4). Although, the widespread nature of domestic violence, it seems that the topic remains a cultural and political hot button that many try to avoid addressing by bringing it out for public discussion, even by state agencies and international organizations.

Report shows that modern families are adapting to the new living arrangement that grants more empowerment to women through more gender-specific roles. Men appear to react with defeat to

these novel societal arrangement. . In situations where men are unemployed or underemployed, and needing subsequent additional finances to support their household income to cover family expenses, they experience personal challenges when women join the workforce to support the family instead of them. This has often resulted in frustration with men and a sense of inadequacy for relying of their female partners for financial support. However, this new reality has led women to gain in confidence even though their network for access to employment remains limited.

The Swaziland PPA notes the difference that exist between men experiencing poverty and women experiencing the same. Men take the loss of their social status in families as a sole provider as threat to their self-respect, and this tend to undermine their confidence as a valuable economic actor for their family. With the increased dependence on the informal earnings of their female partners to meet basic family needs, men, in many instances have left their community and abandoned their families “because they were unable to provide for their wives and children”. (Swaziland 1997). A summary of the broad patterns is found in the figure below:

	MALE	FEMALE
Traditional role	Main provider	Caretaker
Roles (To male job loss)	Income earner	Mother, wife
New role	Collapse of traditional role of man partner as breadwinner	Partner as breadwinner and household provider. In addition to Family care.
Concerns	Reluctant partners and a sense of defeat. Male role in households collapse, family break-up	new confidence, , family break-up
Action to be taken	New job creation	Protection and employment
Dialogues	Male- Female identity	Male- Female identity

Table 1: Economic Disruption and Gender Anxiety, 2015

Bangladesh researchers reported that husband saw their wives or neighbor’s wife being beaten as if it was normal and men used Islamic religious text to argue and legitimize such behavior against women. Men feel legally protected by the state (Schuler et al 1998). Years ago, in Bangladesh

women were beaten and thrown out of their house by the family men. The reason advanced for such ruthless treatment were ascribed to perceived neglect from wives who might have delayed in cooking dinner. Husband don't even want to know the reason why they weren't able to prepare food and they scolded them and assaulted them for not preparing their meal. In such case as above, the mother-in-law joined in the abuse, and that evening the wife was sent back to her parents without their child (Bangladesh 1996). In order to justify divorce, the husband portrayed her wife as clinically insane by arrogating the support of favorable medical practitioners.

According to the scholars Women are increasingly becoming the foremost household breadwinner in many societies, especially with the rise of the single mother household (Bertrand, Kamenica, & Pan, 2015). Despite female breadwinners contributing a greater share of household income, there is a dearth of research concerning this shift's effect on the content of relationship argument concerning topics such as money, chores, and decisions concerning children, three topics of contention (Papp, Cummings, & Goeke-Morey, 2009). While women continue to earn less for equivalent positions than men, salaries are steadily increasing (Hill, Miller, Benson, Maatz, & Nielson, 2018). A growing body of research shows that household where the women who out earn their husband tend to demonstrate great marital instability (Ressler & Waters, 2000; Tzeng & Mare, 1995; Zagorsky, 2005; Rogers, 2004). Literature on the subject suggests that men report a lower level of satisfaction and contentment when their wives earn more. The issue is not really about women working per se but rather about women highly involvement in their new found job in terms of time spent at work (long work hours) and their greater wage compared to their husband (Wilcox & Dew, 2008; Schaninger & Buss, 1986).

Women's silence is used as self-imposed strategy to self-protect in the face of few social or economic advantages. For outspoken women are frowned upon and regarded unfavorable by society. Women are expected to be reserved. Women who break the cultural rule of behaviors expected by their given society tend to bring shame to their family. One woman in Bangladesh said that she doesn't argue much because her husband could abandon her and she will have no place to go if left. Women are afraid of the culture and afraid to be deprived of their socially protective shield. Some women are resigned to their condition and have accepted it as proved by this quote, "Usually my husband doesn't beat me unless my shortcoming is serious" (Schuler et al., 1998).

Because of the Genocide against Tutsi, Rwanda has many widow. One of them reported being treated like a “horse on the property” of her previous husband and she added that her in-laws are like outsiders to her, yet she still sticks with them as a family member even if her husband was killed. That’s level of dependency expresses how women seems to be as if they don’t have much right (Rwanda, 1998).

Even in the face of changing gender roles, social norms tend to be rigid and tenacious. Cultural and social norms ground both male and female in any given society to the larger expectation to their culturally assigned gender roles. These norms constitute a formidable barrier to survival of individuals, households, and communities. Traditional gender norms continue to play an important role in the prolongation of poverty in the household structure.

2.2.2 Literatures on women earnings and gender relation in the western world

According to World bank’s report, socioeconomic status of women tends to be lower in developing countries where women lack of empowerment is present. Reducing gender differences and empowering women are considered key for the overall improvement in household conditions. Therefore, Gender bias, unequal access of families resources is affecting not only the development outcomes such as child nutrition, but also the productivity potential of a household. The evidences show that gender inequities have constrained female work-force participation, productivity, and earnings in many developing countries (World Bank, 2007).

Women’s empowerment is defined by O’Neil as, “a process of personal and social change, taking place over interlinked and mutually reinforcing psychological, political, social and economic domains, and through which women individually and collectively gain power, meaningful choices and control over their lives” (O’Neil et al., 2014). Women’s ability to succeed and advance in society from an economic perspective and the power to make and act on economic decisions is core poor women to enter the labour market and emancipate them (Golla et al., 2011). Other scholars look at women empowerment in terms of the way women’s contributions are valued and women’s ability to negotiate a fairer deal for themselves is experienced, including the benefits of growth (Eyben et al., 2008 cited in OECD, 2012a; Eyben, 2011)

- Women’s share of Australian industries: construction 17.5%; Mining 16.4%.

- Women's share of Canadian industries: construction 11.5%, mining (oil and gas extraction): 19.4%.
- Women's share of Japanese industries: construction 14.2%, electricity, gas, Heat supply and water 13.3%.
- Women's share of US industries: construction 8.9% (catalyst, 2009).

Traditionally, construction domain was only worked by male. However, the study show that women have demystified this age old myth by believing that “what a man can do, a woman can also do it, and probably even better”. But is construction work for women?

How you are managing your finances depends on your relationship stage. Ms McClean advises couples that move who are moving in together to keep assets separate. If you are buying a property and one of you is putting up more of the money, make sure the ownership reflects your contributions. You may want to take a more pragmatic approach to income where one member of the couple earns less and is struggling to keep up. (Samantha, 2018)

She says: “Women, too, have skills that they can use fully to put food on their tables. The misconception that women can't do what was predominantly a men's work no longer hold any currency in today's highly commercialized world. We have seen men also doing what were regarded as women's jobs such as catering. The world has now changed to accommodate both genders in different fields.”

There is still a disadvantage on active women who have joined the work-force. Women who want to be income earner for the family are seen as burdens because of their attention for their children. Women who are primarily responsible for their child care have limited time to combine the 2 tasks of working and taking care of their families. Sometimes employers are also reluctant to hire younger women in their 20's for fear that they would soon have child and go on maternity leave. I If they already have children, it is assumed that the children will frequently fall sick and they will often be absent from work (Ukraine 1996). Data from different sources shows that women find it hard to achieve their desired combination of work and family time. Women claims that all the responsibilities at their workplace are on their back. For example, family responsibilities appear to restrain a woman's choice of employment. Indeed, it is a common view

of the traditional analysis of gender differences in occupations that marriage induces women to seek more convenient and less energy intensive jobs as a way to earn (Becker, 1985).

Family commitments also tend to restrain many women's ability to pursue their desired level of participation in the workforce. For example, in 1997, more than 1/3 of married Australian women with children who were working part-time hours were doing so because of either family reasons or childcare issues.

The corresponding figure for married women without children was 2%, while only 4.6% of married men with children were working part time. They gave family and/or childcare reasons for their reduced working hours (ABS, Cat. No. 6342.0, August 1997).

Women's vulnerability takes different shape depending of which countries the issue is raised. In many of the Eastern European countries, young women are expected to provide sexual favor for job, and this practice is widespread. This makes it difficult for women over 25 years to get access to jobs. Women in their early 20's who get hired often complain of being sexually harassed. Employers feel licensed to make such demands on their female employees knowing that the alternative to refusing such a demand would result in unemployment. The knowledge that women face difficulty to enter the workforce with a steady employment encourages unscrupulous employers to make outrageous demands on female employees who have no one else to complain to if not to each other's (Ukraine, 1996).

Three attitudinal patterns were identified in a comparison of 15 European countries targeted in the *Family and Gender Roles* module of the 2002 International Social Survey Programme (ISSP): “the *unequal sharing* that portrays a male breadwinner norm, the *familistic unequal* that also endorses a gender-segregated arrangement though with a greater wish for men's involvement in housework and childcare, and the *dual earner/dual career* model”, which, after covering 40% of respondents, is very unequally distributed across countries. Societal gender cultures are of major importance to an understanding of cross-national variations in attitudes and their relationship with the real forms of gender division of labour. The connection between couples' attitudes and practices was therefore examined with the intent to assess the extent to which support for the dual earner/dual career model encourages families (husband and wife) to engage in more equal sharing of paid and unpaid work

In Macedonia, it was reported that women under 25 years of age were more likely to get access to employment than women over 25. And one of the critical criteria used to select female employees were their attractiveness. Older (above 25 years) women complained as such, “it happens that we apply to an advertisement requesting cleaning ladies, dishwashers, sales persons and secretaries. When they learn how old we are they say we are too old to be employed . . .” Another jobless woman from Skopje recounts, “I applied several times to an advertisement requiring a cleaning lady and agreed with the owner to meet at a certain place. Sometimes I would wait for an hour and nobody would come. I suppose they would see me from a distance and since I am not young—I am 41 years old and not attractive—they would leave.” (Macedonia 1998).

In Bangladesh (1996), women said that the lack of opportunity for employment was their major problem. More and more, women want opportunities for self-employment, the ability to work from home so that they can cater for the need of their children.

2.2.3 Literatures on women earnings and gender relation in Africa

In Africa, women have always been active in agriculture, trade, and other economic pursuits, but a majority of them are in the informal labor force. In 1985, women’s shares in African labor forces range from 17%, in Mali, to 49% in Mozambique and Tanzania (World Bank, 1989). In industry and trade, women have been confined to small-scale operations in the informal sector; however vibrant these operations are and despite the trading empires built up by the most successful female entrepreneurs.

This stream will address the question of how to strengthen women’s economic inclusivity in African infrastructure as a strategy to boost growth and ensure its sustainability. Although, we have always designed projects with users in mind, it is only now that we are re-focusing our approach to understand the different needs that women have, stemming from cultural pressure, gender role norms, resources and rights.

Women from Kenya reported that they are being rushed out of their homes by their spouses deprived of even their tools and women from European countries such as Ukraine, Latvia and Macedonia said they did not want trouble hence they often neglect to report rape. They also feel discouraged to even try to report such abuses due to the repeated lack of action on similar cases by

authorities in the past. And around the world, when they faced abused and pressures and their lives threaten, women reported having little option.

Whereas women unify to be decisive and protest in the studies analyzed, poor women reported using individual exit approaches of becoming silent, or using indirect ways of asserting themselves. The standard of lives of women are improved by using indirect or discreet, means to convert rights in the family. The discreet methods appropriate the traditional and cultural norms to advance a fairer society. In South Africa, poor women are said to handle situation in their favor by manipulating men than by rejecting them (South Africa 1998).

Supporting household earnings with determination and adaptability are what the Niger PPA reported. Commercial activity in most part of the world is unsafe and Bankruptcies occur quite regularly for many and access to capital is hard to come by to start anew once bankruptcy has been experienced. In such cases, commercial activity is often abandoned by many men, while women often recycle themselves back into the market even if this demands a smaller scale activity and less revenue. Among the poor urban households interviewed, business was limited to petty trade, which brings in little money and so is primarily a female activity. The sale of cooking food, especially mixture of millet flour and curdled milk are what common business women undertake. The Niger's report says that some women had moved to the other country such as Benin or moved to villages, near rivers to sell cloth, or food like fresh fish and women who are unable to engage in small business activity grind millet to those who are sell it or work as maids (Niger 1996).

Not only women are maintaining their traditional roles as care-giver but they also have added to their traditional role their active economic contribution to the family in nontraditional way. In India, women continue to play the traditional role by significantly contributing to homes responsibilities by fetching water from water sources, cooking meal, collecting firewood, cleaning their houses, procuring groceries, and taking prepared meal to the fields for their male family members, women also take care of children. In addition to all the household responsibilities, they also manufacture agricultural labor and road construction, spin thread, and make cultural indian food, hand-rolled leaf cigarettes that considerably increase their workload (India 1997b).

Nigeria reports that for both women from urban areas as well as rural area, women are involved in multi-tasking roles at their homes. The same situation was reported in Acajou Rabin that within one-hour period, a woman at home could undertake cooking, breastfeeding, picking food items,

washing utensils, drying cocoa and preparing yam cassava flour (Nigeria 1996). The demands of paid and unpaid labor take most of women's time in any given days (see Box 18). Women report feeling isolated and lonely because of the volume of the work left them no space for relaxation with friend (Swaziland 1997). In Ecuador, studies show that women in the communities work up to 15 to 18 hours a day. For from their cultural perspective, leisure time is considered unacceptable for women. They instead work at spinning wool even as they walk and talk (Ecuador 1996a).

In Uganda, children are neglected due to time constraints and fatigue because women workloads are heavy (more than 15 hours of work per day). Younger generation of women in towns are increasingly working outside of their home with no reduction in domestic tasks. And yet, when women's work outside the home begins to be profitable, it is quickly no longer identified as women's work, and men take over. In a Ugandan district it was revealed that as the cash crop production moved from farming practices to marketing and sales, the involvement of men grew and that of women decreased. It is such that the women did much of the manual work while men got the sales financial (Uganda 1998).

Although most cultures look down upon women, and up to men, they express it differently. In Africa, where I live, when a man visits a home and the husband or father is not in, the visitor goes away and says that there was nobody at home, even though the wife were there and were hospitable to him. Women have to be protected and guided by men but women are often objects of exploitation, and a source of wealth to men who handle them like personal property. Yet, despite this cultural subordination, women in African tradition often hold leading positions in the fields of divination, rain-making and as mediums of prophecy, healing and counseling.

2.2.4 Literatures on women earnings and gender relation in Rwanda

There are an increasing number of women who are taking advantage of Rwanda's construction development to lift the lives of their families out of hopeless indigence and poverty by working at ubiquitous construction sites that are springing up at every nook and cranny of Kigali. Rwandan women are breezing through the male-dominated construction industry, demystifying the age-old myth by believing that what a man can do, a woman can also do – if not even better (Rania A., 2019)

In Rwanda, women adapted to changing economies by using a varied survival strategy which include the increase of domestic work such as day-care, gardening, and organization for wealthy families. Strategies also include adopting what was considered traditionally as male jobs such as construction work, vending from small kiosks on the street, selling from door to door food items, and participating in formal and informal credit schemes. However, these coping mechanism comes with unwanted experiences, for women are exposed to theft, police harassment and among other dangers because that sort of work category is unregulated. The marathon is how activity by women in informal sector can be best identified. For women run around because they do not have the means to rent space in the market and to pay municipal taxes. The meaning of Marathon comes from the coming and going across town to avoid the police, who patrol unauthorized places (World Bank, 2000).

Africans and their descendants were a major factor in the construction of the Atlantic world. As slaves their labor contributed to the extension of the European world in the Americas, and hence Africans were ironically responsible for its “Europeanization”. If they did a significant proportion of the physical labor that built the Americas, in what ways did they also shape the ideological and cultural parameters of the so-called “western” world, thereby participating in its “construction”? How one participated in the construction of the “western” world depended upon background, and how one viewed the construct varied accordingly as well. It is in this context that I wish to explore the ways in which the black Atlantic was involved in the modern world (Barbara, 2006)

The construction sector is the 2nd main and a fast growing sector in India. Since the mid-1990s, transnational firms have participated in the construction industry and are active in major, public-sector infrastructure manufacturing projects. India’s construction labor force is estimated at 30 million people; about half are female. Women account for half 51 per cent of the total construction labor force, women employees are almost exclusively unskilled, casual, manual laborers: carrying bricks, cement, sand, and water; digging earth, mixing cement, breaking stone, women are rarely found in male-dominated skilled trades: carpentry, masonry, plumbing, electrical wiring (Jhavala and Kanbur 2002)

The record of women contractors had expanded from 60 at its start in 1997 to over 1000 in 2007, according to Dr Ingrid Verwey (2009), specialist in contract creation at the south and member of the south Africa women in construction association. A 2005 survey commissioned by the body

had revealed that the association boasted 7 member companies involved with in million rand deals in the province of Gauteng alone, 13 medium-sized women owned and managed by women and 43 smaller companies that were gender compliant.

Conferring to south African census 204, (Stats SA, 2004) females mark up 52 percent of the mature residents in south Africa, only 41%t of the functioning population of South Africa makes up 14.7 percent of all executive managers and only 7.1 percent of all directors in south Africa are women in 3125 positions, only 221 are held by women.

According to Gender Equity index for 2009 social watch, Rwanda was second in the world, with only Sweden having a higher score. The constitution enshrines gender equality and Rwanda was the first country in the world to have more than 50 per cent female parliament members. The Report of Gender Monitoring Office states that women are in general underrepresented in other political institutions and traditional male-controlled attitudes continue to prevail (GMO 2011).

2.3 THEORETICAL REVIEW

According to Maxwell& Mittapalli (2008), the theoretical review is composed of a set of ideas or concepts and a sort of relationship among them, all intending to understand something about the world. This section of the chapter examines theories related to the conceptual framework and their interconnection to explain the lived experience of women earning income.

In reference to the view of Fisher (2007) concerning theoretical review, this section is about defining theories in literature that are related to the conceptual framework and showing their relationship and relevance to the present study. From the above conceptual framework, there are, on one hand the concepts of legalism and rights, adjudicating wrong and right, win-lose, challenging, formality, uniformity, one size fits all.

Rwanda has made great advancement in reducing the rate of uneducated citizen, especially among youth. Nevertheless, the need to continuously invest in education remains a persistent necessity, due to the association between higher education attainment and better jobs. It is necessary to ensure that young people receive tertiary education, as this appears to be a prerequisite for high-paying

non-farm wages. In addition, investment is needed in skills development, especially for women, to allow them to compete in the work force and to reduce the male-female wage gap.

Women account for over half of Rwanda's work power, but men are more likely to have wage employment, in fact, a large percentage of women work are unemployed. Men are more likely to have wage jobs; in reality a significant percent of female's work is unemployed. In the formal and the informal sector, where earnings are relatively high females, men are more likely to work. Males and females have nearly similar farm wage earnings among the younger generation but males are far better off in other wage categories. Concentration of women in unpaid family jobs indicates that cultural factors norms on household obligations play significant role in labor marketplace decisions. Consequently, even if more wage employment becomes available, women's access to such employment may not be as easy to access as their counterpart male.

According to the department of Employment, while females are increasingly likely to enter the labor force, feminine workers keep on concentrated in certain sectors, as service sectors, education, health, and in particular banking, coverage or insurance and the retail trade (Department of Employment, 1989).

Adding to gender ideology, ease of access of day-care services and childcare networks also affects the decision of women to participate in the early development of the education of the child (Berghammer 2014; Chuang and Lee 2003; Gangl and Ziefle 2009). The main cause allowing married wives to pursue work outside the family is having more results on day-care choices. Furthermost Austrian parents thus realize the manly main source of income model in the 1st years after their child were born (Berghammer, 2014), support for very flexible parental leave program for approximately 19% of dads in Australia and approximately 30% of dads in Vienna, including full-jobs with parental leave interrupted many cases for a duration of 2months (BMFJ,2016). Among, individuals of post-communist countries as Moldavia, Hungary, Lithuania, Bulgaria and Russia turned out the gender perspectives to be more traditional, while the Czech, Polish, Slovak and Ukraine perspectives were more liberal (Fodor & Balogh, 2010). Work seems to interfere with the decision to have a child (Berghammer, 2014; Fiorin et al., 2014). Thus, women with higher levels of education and with established professional careers seem to be more likely to postpone motherhood (Camberis, McMahan, Gibson & Boivin, 2014; Lopes et al., 2014).

Many authors talked on Gender equality as a multidimensional perception which encompasses all areas of our social experience (Aboim 2010; Grunow et al. 2018; Wharton 2005). This study is conducted when ignoring that gender equality is not only just about females, and that gender inequalities mark far more than marketplace participation alone (Aboim 2010; Lewis 2001). Ultimately, the conceptualization of gender equality has expanded to reflect its multidimensionality, evolution in the public and private domains, and the need for social constraints on men as fathers, as well as gender relations (Fraser 1994; Grunow et al. 2018; Lewis 2001; Pascall and Lewis 2004).

The study of Greenhaus and Beutell shows that people may experience struggle between labor and home roles because of insufficient of time, over stress stages and competing behavior expectations (Greenhaus and Beutell, 1985). The philosophy of gender, distinct as views and morals based on what is right for husbands and females, decides the patterns by which a particular society judges or evaluates a man or a woman's proper conduct (Gerstel and Sarkisian, 2006). This speech says that the dissimilarities between a husband and wives in relation to household and work are the outcome of private choice, the choice for certain jobs and even that the choice to work from home is an option for females (Martínez and Paterna, 2009; Kuo et al., 2018).

Gender is defined by FAO as the relation between husband and wife, both perceptual and material. The meaning of the word Gender is not only biologically, as a product of either females or male's sexual features but is constructed socially. It is a basic organizing principle of societies, and also regulates the creation and reproduction cycle, consumption and distribution process (FAO, 1997). Also, Gender relationships touch family safety, family welfare, preparation, production and many other life phases (Bravo-Baumann, 2000). Gender-specific characters and responsibilities are also influenced by family household construction, access to capital, particular impacts of the global economy, and other factors that are important locally, such as environmental conditions (FAO, 1997).

This study also focuses on that the Construction sites as case of study, so the construction sector is the largest industrial employer in the world with seven percent of total world employment and 28% of industrial job, making it on integral part of the infrastructure and industrial growth of a country (Barnabas et al. 2009). In contrast, women have continued to be under-presented in construction industry sector which have been regarded traditionally as stereotypically male

occupations. According to the training board for the construction industry, females represent only 9 per cent of the construction labor force, this means construction, as a work remains a dominated industry mostly by men.

In Africa figures from the construction industry development board (CIDB) show that 48% of the country construction enterprises are owned by women. However, the vast majority of these are very small companies 92% fall within grades 1-3 (able to handle low-value contracts only), while there are only 8% women owned enterprises at grade 8 the highest value contracts.

2.4 THEORETICAL FRAMEWORK

In the views of Grant and Osnaloo (2014), the theoretical framework serves to guide the research relying on a formal theory from the beginning to the end, presuming even the result of the research. The theories presented in the previous section have helped in generating assumptions about the findings to be accepted or rejected according to the data collected on the field.

According to the report of ILO, Gender equality is considered a critical element in achieving Decent Work for All Women and Men, in order to effect social and institutional change that leads to sustainable development with equity and growth. Gender equality refers to equal rights, responsibilities and opportunities that all persons should enjoy, regardless of whether one is born male or female. Given that women are usually in a disadvantaged position in the workplace compared to men, promotion of gender equality implies explicit attention to women's needs and perspectives. At the same time, there are also significant negative effects of unequal power relations and expectations on men and boys due to stereotyping about what it means to be a male. Instead, both women and men, and boys and girls, should be free to develop their abilities and make choices without limitations set by rigid gender roles and prejudices based on personal interests and capacities.

Career and goals are the most important factors in life and the majority of women come to work to support their families or family circle. This modification therefore now natural and dynamic due to alterations in the environment condition and economic conditions. The biggest challenge for female is how to balance and to manage family and career needs. The texts identify aspects

such as career advancement, Work Stress, Career aspiration, work Family Conflict and Family Work Conflict, Child care in context of Work Life Balance (WLB) and its practices.

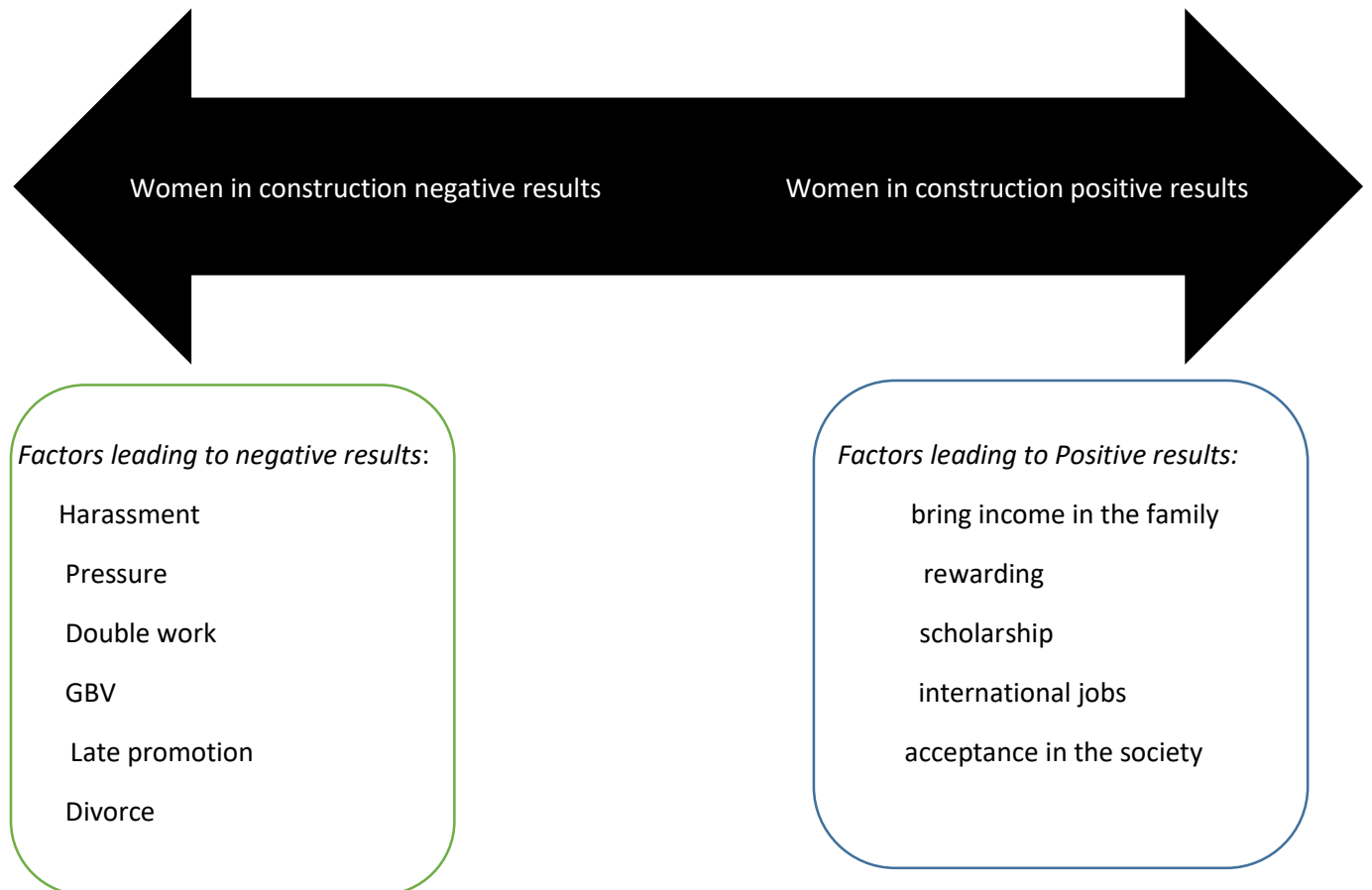
Researchers define the incompatibility between the domain of work and the domain of family as a family work conflict. Conflict between these domains happens when participation in one role is more difficult due to participation in the other role. Today, work-family conflict work to family conflict is more prevalent than family to work conflict which is work to work family conflict, although the two can follow. However, regardless of the path of causation, when one domain is discordant with another domain, the result is conflict and increased stress on the individual. Attribution theory states that there are internal and external explanations for family work and family-work conflict. According to what Krishna Reddy and Vranda (2010), discuss on the issues of Family and Work Conflict and Work Family Conflict are more likely to practice negative influences in the family's sphere, resulting in lower life satisfaction and greater internal conflict within the family variables impact the experience of WFC and FWC.

If an individual decides to commit more resources to the family than work, but the work requirements increase, then the family-work also increases. While the conflict between work and family may be inevitable, researchers such as Friedman and Greenhaus (2000) suggest alternative methods of the stress reduction. More autonomy in the place of work and networking with peers, for example, can improve the quality of work life. Their studies show that individuals who work for organizations that allow individuals to spend more time at home, work in virtual employment, and make flexible time arrangements, tend to perform better as a parent than those who do not have these opportunities. Friedman and Greenhaus says that it is important to maintain satisfaction with both fronts to reduce the feelings of conflict (Friedman and Greenhaus, 2000).

Women are mostly in full - time services and work at least 8 hours a day and 5 days a week and are faced with increasing daily workload and it is not easy for a human being to combine the two responsibilities because it took much energy. Most of them therefore carry homework and responsibilities but balancing these two complex situations in today's fast life requires talent, tact, skill and caution. Female needs to meet high work goals, office commitments, tight schedule for meeting, and of life and home duties and responsibilities. Employers will concentrate on developing various policies and schemes to promote work - life balance to enable and retain attract women staff (SayantiGhosh, 2010).

Beside all the arguments, women earning income for example in construction industry in Kigali has a good contribution on their lives and their families

Figure 1: Theoretical Framework for results from women in construction



The researcher is showing in this figure that, there is factors leading to negative results and positive results when some women are courageous and work in a construction site. As the above figure shows when a woman is a bread winner for the family by doing the construction she can bring income in the family and their socio economy live increase; rewarding: when she works with all her energy and is appreciate by the employer and employees they can add to her a small amount on her salary or even promoting her to a next level of wok; scholarship: here is when a women work as an engineer , where she work they can give her a scholarship to study outside the country ; international jobs and finally acceptance in the society because most of the time people are still burdened by the culture. And it can lead to negative results as Harassment: in this case of harassment is when co-workers can harass you

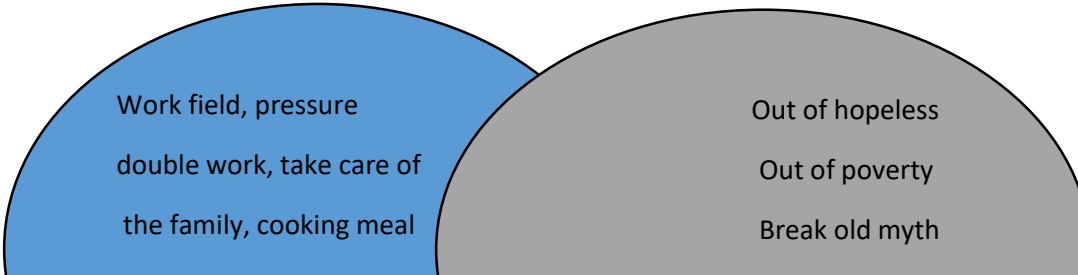
or the supervisor of the field tell you that before starting working you have to give him your half salary so that he can put you on the next list when there is another next work field, pressure, double work :working as a mason or engineer and back home you have to take care of the family, cooking meal for them, making sure that everything is ok, it can even lead to Gender based violence in the work place: here is when during the work you are asked to sleep or to have sex with someone for a certain purpose, or to be rape; late promotion; late promotion here is when they see your physic and they says that you are not able to do your work as men and divorce because most of the time the husband is not happy to see her wife moving the whole day and when it comes to money he is jealous and have complex saying that she earn more than him.

2.5 CONCEPTUAL FRAMEWORK

According to Fisher (2007), concepts and their interconnections are made of patterns is called a conceptual framework. The biggest challenge women in construction face are sexism. Studies indicate that more than half of women workers in construction site say they are treated worse than men due to their sexual category or gender (Fisher, 2007).

The study of Beckers shows that Data from a variety of sources show that many women find it difficult to achieve their desired combination of working time and family time. Family for example, responsibilities seem to restrict the choice of a woman's occupation. Indeed, it is a common concept of the mainstream study of occupational gender disparities and, more broadly, earning that marriage leads women to pursue more convenient and less energy- intensive employment (Becker, 1985).

This conceptual framework is give details only according to the empirical review and it is essential to search for theories that will allow showing a causal relation of the concepts in this framework.



Work field, pressure
double work, take care of
the family, cooking meal

Out of hopeless
Out of poverty
Break old myth

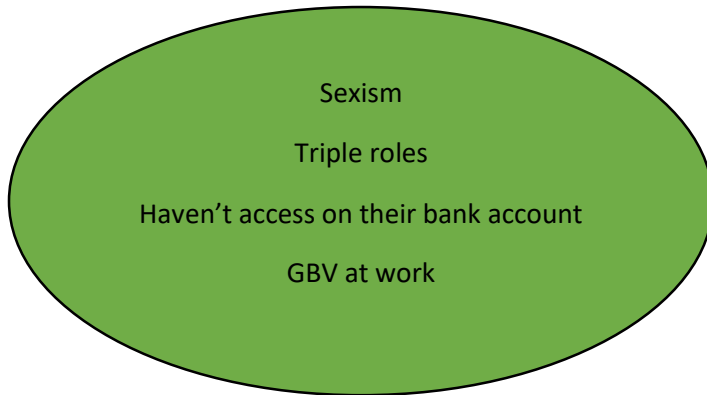


Figure 2: Conceptual factors which influence the challenges of Women earning income in construction

We can take the country of Cameroon as an example on power and dependence are perpetuated in different ways. In that time, women needed authorization to go out and she was supposed to ask to a male partner, fathers, or brother's in some regions. In addition, a woman's husband or brother has access to her bank accounts, but not vice versa, providing him with information on her assets and when women in one planters' cluster were questioned how their partners used the family income, they laughed and said that they don't know (Cameroon 1995).

Numbers are increasing on women who are taking advantage of Rwanda's construction boom to lift their families out of hopeless indigence and poverty by working at ubiquitous construction sites that are springing up at every nook and cranny of Kigali. Rwandan women are breezing through the male-dominated construction industry, demystifying the age-old myth by believing that what a man can do, a woman can also do it if not even better (Rania A., 2019).

Some women in Rwanda's construction industry say that another challenge is encouraging young women not to perceive construction to be a male only career. In Rwanda's the sector of construction, women numbers are less than 10 per cent of the employees at work, reproducing their underrepresentation in the sector that will not attract and hold these.

The Literature on Rwanda shows that construction industry lifts their families out of hopeless and poverty and many women break the ancient myth and now believe that women have a same opportunity as men, what a man can do, a woman can also do. The following section will be the conclusion of this second section.

2.6. DEFINITION OF THE KEY TERMS

Earning: it's an adjective. According to Longman dictionary of contemporary English, earning is to be paid a particular amount of money for your work. Money obtained in return for labor or service

Women is also called female, lady...are nouns referring to adult human beings who are biologically female that is capable of bearing offspring.

Gender is a term refers to male and female social differences, which differ from sex, and which refers to whether someone is biologically male or female. According to European Institute for Gender Equality, these attributes, opportunities and relationships are constructed socially, and are learned through processes of socialization. They are specific to context and are changeable. In this study gender the term embraces the significance attributed to sex unless otherwise indicated by the background, according to European Institute for Gender Equality.

Gender norms are characterized as behavior or attribute to a certain sex by society. This varies from culture to culture and from time period to time period, because it's based on societies' standards.

Gender norms are defined as whatever society think through male and female conduct, leading to the creation of gender roles, which are the roles that males and females are supposed to pay in society according to the World Health Organization (WHO).

Gender role :The term gender role was first used by John Money and colleagues in 1954, during the course of his study of intersex individuals, to describe the manners in which these individuals expressed that they were male or female even though no clear biological assignment existed.

Construction is the process of constructing a building or infrastructure

Gender relation: according to Bravo, the interpretation of the rights, obligations and roles of men and women in relation to each other (Bravo-Baumann, 2000). The positions of countryside people as food producers and food suppliers explicitly connect them to management and sustainable use of agro biodiversity.

2.7 CONCLUSION OF THE CHAPTER

The current section has looked over the literature linked to this study. This literature has been revised at a global level, regional level and local levels. The literature reviewed highlights the position of women earnings income and effects on gender relation in homes. The literature showed how women earning is highlighted in different societies of the world. The chapter also presented and explains the theoretical framework and conceptual framework wherein this research is located. The chapter will end with a conclusion.

CHAPTER 3: METHODOLOGY

3.0 INTRODUCTION

The analysis of the literature in the preceding chapter concluded with an assumption that the results of this study would be checked. This current section describes how data are obtained and analyzed. It describes the nature of the test, the study environment target population, the sampling technique and sample size.

The study was conduct in Kigali City, Rwanda. In reference to a number of research, Nyarugenge District is the best site to find women earning income. This ideal site for easy entry, with a wealth of information where the researcher can build confidence, gather high quality data to ensure the study's credibility and the sample data collect with purposive technique from the group members of STECOMA. The site of Nyarugenge has not only an easy entry but it is one of

good sites which is supervised by STECOMA where women are active and gain much money than in other districts.

A brief summary on STECOMA is a Rwandan Trade Union established in 2008. Stecoma is the Union of construction, carpentry and craft enterprises workers with a mission to strive and uphold lives of members of the syndicates and their vision is to establish advocacy strategy and capacity building for STECOMA's members in their construction, carpentry and craft syndicate.

This chapter also describes the data collection methods and the approach used to analyses the data. It discussed also the researcher's positionality, ethical consideration and the study's validity and reliability before concluding with a conclusion.

3.1 RESEARCH DESIGN

MacMillan & Sally (2006) explains research design as an idea for the selection of subjects, research sites and methods of data collection to answer the research questions. The architecture demonstrates what individuals are to be observed, where, where and under what circumstance.

Again conferring to what Creswell (2014) says, design of the research leads to the type of review in a research study method, qualitative, quantitative or mixed approach which may provide specific procedural path (p.247). It included the definition of the philosophical worldview, the method of analysis used and the information gathering process. This thesis is qualitative analysis which used research as an investigation. It primarily engaged an open-ended interview as the collection of data tool. At this point, Creswell (2014) describes qualitative research as method for exploring and understanding importance that women attribute to their lived experiences as they work for income outside homes. Which means that this study used the qualitative approach to get the picture on the lived experience of women earning income and effect on gender relation in homes.

3.2 TARGET POPULATION

By definition, the term population in research refers to a collection of elements or cases, that adhere to particular requirements, whether persons, objects, or events, and to which we aim to generalize

the research results. It is also referred to as a target population or universe (McMillan &Schumacher, 2006, p. 119). Therefore, for the current study, the target population consisted of 20 women earning money especially in construction, and members of STECOMA living in Nyarugenge.

For this study, the researcher studied the daily living experiences of a population composed of 20 women who are in construction aged between 20-50 years out of a total number of around 400 workers in Stecoma; 5 co-workers and the sample was also composed of 5 spouses of the 20 women income earner to get much information about the study.

According to Marshall and Rossman (2011) Unless the study is quite narrowly constructed, a researcher cannot study all relevant circumstances, events, people, intensively and in depth. Instead they select samples (p. 99). Therefore, given the large number of women who are in construction members of STECOMA, a small number was recruited for this research. The sample size and sampling techniques to be used in the current study are explained below.

3.2.1 IDENTIFYING PARTICIPANTS

As Spring and Latham (2007) have stated, a sample is a part of the people that is truly representative of the target population although the sampling strategy is how researchers choose participants or sample. As for the sampling strategies, this study used purposeful sampling. As Patton (1990) has clarified, purposeful sampling is a strategy by which the researcher selects the participants who meet the criteria necessary to follow the research determination.

As stated by McMillan &Schumacher (2006) one of the first steps in designing qualitative research is to choose the subjects (p.119). By definition, a sample is a smaller set of subjects drew from which an investigator is interested in drawing a conclusion about the universe or population (Kothari, 2004, p.31). Therefore, among all women members of STECOMA living in area of study, only 20 women were recruited to join in and contribute in the research because the participation in this work was limited mostly to the married women in the site and the sample was also composed of 5 spouses who are married with the selected women and also 5 co-workers in the field. The student used purposive sampling technique to find a sample. The purposive sampling

according to Mariam (1998), is based on the supposition that the scholar is interested in find out, understanding and attainment insight and must therefore select a sample from which most can learn. The logic and power of purposeful sampling lies in selecting case rich in information for in-depth study (p.61). Similar to (Ritchie & Lewis, 2003), the participant shall be chosen for the purpose of representing a location or type in relation to a key criterion and shall have the main objective of ensuring that each of the key criteria is met. Variety is involved so that the impact of the characteristics can also be explored (p.79). However, by using purposive sampling, the academic selects the 20 women who earn income and working for the construction site of STECOMA.

3.3 DATA COLLECTION TECHNIQUES

In this research, collection of data technique was motivated by Patton (1990) who says that data collection techniques are the actual way of having information pertinent to the subject matter. He adds that 3 techniques for the collection of data are used in qualitative techniques are: interviews, observation and written documents.

The research essentially used in-depth interviews with contributors and key informants. And during the study, the observation was used in STECOMA and during the work on the field. Also data were collected in different ways by reading books related to my topic and searching on other thesis which are already published by other, reading dissertation on women development, women in men's job, discrimination against females in the construction sector.

3.3.1 FACE-TO-FACE INTERVIEW

According to Marshall and Rossman (2011) a study that focuses on person living experiences typically rely on a comprehensive interview strategy, although this is often supplemented by other data collection strategies, the first approach is to grasp the deep meaning of experience in the words of the participants (p.93). In addition, Patton (2002) argued that semi-structured interviews could enable researchers to collect particularly rich high quality data due to their flexibility, focus and

time effectiveness. Therefore, the researcher used in-depth semi-structured face-to-face interviews to understand the lived experiences of women earning income.

3.3.2 KEY INFORMANT INTERVIEW

The method of key informant interviews stated by Kumar involve interviewing with a particular small group of people who are aware of the information necessary on a certain topic (Kumar, 1989). In the research area, a key informant is a person who can provide specific, detailed knowledge about a particular problem you wish to understand, on the other hand, the key informant may often have a clear point of view or may share unique issues or problems encountered by a particular group of your organization Goyal (2013).

However, key informant interviews such as focus groups are other kind of details that lets you speak to someone with firsthand knowledge of the information you need, or the problems you are trying to tackle. Key informant interviews may be useful for the preliminary assessment of a problem to identify someone who has been in the target area for so long, know the written and unwritten policy about the mix of the research and the problems examined and build a list of the difficulties and strengths of the current problem.

Interview with women in construction and their husband was carried out under the same conditions as described beyond with the change in the interview guide where some questions are different from those participants. Moreover, the conversation was much more relaxed and friendly as there was talk of other story and not of their personal experience. About the time, it was much shorter and we used a duration of 45 minutes to 1hours.

With respect to this study, this approach was used to gain more truthful and in-depth answers on topics that may have been too sensitive or contentious to be discussed in a focus group. The key informants that were conducted to the representative from Ministry of Gender and Family Promotion, two representatives from STECOMA, the representative of TVET at the District and spouses of women income earner in construction.

3.3.3 OBSERVATION

The observation is a collection of information technique in which the scholar looks at the topics of his research with or without the active involvement in the situation under research (Patton, 2002). There are different sorts of observations but because of this study's volume limitation, the researcher uses in the context of this study one; a non-participating observation only one in the framework of this study: a non-participant observation. Creswell (2014) explain the non-participant observation as a whole observation where the scholar watches the situation under observation without interacting with it.

3.3.4 Data Analysis

There are no existing standard procedures on how data analysis in qualitative research should be undertaken (Smith et al., 2009). Similarly, MacMillan (2006) notes that information or facts accuracy depends largely on the intellectual rigor and tolerance of the researcher for tentative interpretation until the entire analysis is completed (p. 364).

For this particular study, the thematic principle was applied in data analysis. The collected data was sieved, sorted, grouped and assembled in accordance with the research objectives and questions. Throughout the analysis process; the collected information was classified, grouped and themed according to the frequencies a subject was mentioned in the discussion. The analysis was intended to change information into more manageable and useful data for the research.

3.3.5 GROUNDED THEORY

According to Kathy Charmaz (2006) Constructivist grounded theory is a part of the interpretive tradition. In this view, any analysis is contextually situated in time, place, culture and situation. It is a general methodology for developing theory that is grounded in data which is systematically gathered and analysed. According to Barney Glasser and Anselm Strauss, the Grounded theory (GT) is a research method concerned with the generation of theory, which is 'grounded' in data that has been systematically collected and analysed. It is used to uncover such things as social relationships and behaviours of groups, known as social processes.

3.4 LIMITATION OF THE STUDY

The present study is limited in terms of the employed research design which is qualitative and constructed research participant views. Thus, the results may provide differing views that requires critical and expert interviewer and analyst. Due to limited time and financial constraints the research couldn't reach a wider sample size.

3.5 THE POSITION OF THE RESEARCHER

Normally studies conducted in gender perspectives are wide and diverse and their methodological principles are also extensive (Sarantakos, 2005). It was for this reason that particular dialogue concerning the researcher and the participants was most desired to have a mutual understanding on that particular subject issue. With the researcher's situation, a qualitative approach was preferred as it gives women a chance of speaking out their social life experiences. While qualitative research acknowledges that the researcher's personal values can bias the research outcomes hence the subjectivity of the findings (Creswell, 2003), I did all I could to shield myself from my personal values, assumptions and biases that could influenced the way I conducted this research.

3.6 VALIDITY AND RELIABILITY

The validity indicates that the outcomes are an open reflection of the studied phenomenal whereas the reliability indicates repeatable or replicable results (Cohen, Manion & Morrison, 2007). Accordingly, as an alternative of validity and reliability, this research as a qualitative research has justified credibility and dependability (Cohen et al., (2007). In the research qualitative research is authorized as believable when it provides substantial and believable findings. In order to establish credibility, the study uses certain processes and suggests a number of plans as: triangulation of diverse data causes, use of participant checks, use of peer debriefing and negative recording or disparate information contrary to the topics and others (Creswell, 2014).

Strategies were used in the framework of this research. These contain the triangulation of the source of information, collection of data techniques, instruments and tools for recording. Relatively many participants with different backgrounds and do not know each other, were consulted regarding the source of information. With regards to data collection technique, there was for some cases a combination of the interview, the observation and the document reading. As regards the instruments, the guide interview with the observational checklist was prepared to be true to the collected information. Finally, audio recording and note taking were also used with regard to the recording tools. In some cases, member checks were performed. The reliability of a qualitative research study does not refer to the measurements as in quantitative research but to a sound and detailed description of the social phenomenon as provided by the researchers; it includes a narrative of the methods used to collect and analyze data (Cohen et al., (2007).

As far as this study is concerned, the researcher should explain exactly the methods used to collect and analyze information as described in this chapter. She also provides the necessary details of the phenomenon through the presentation, analysis and interpretation of the findings after the actual interaction with the limitation of the thesis volume. Both of those procedures helped to ensure this study's integrity and reliability.

3.7 ETHICAL ISSUES

According to McIlfatrick et al., (2006), qualitative research interviews create the image, assessment and considerable self - disclosure of participants. Thus, the researcher ensured that confidentiality; privacy and anonymity of the information provided were all guaranteed.

Respondents were up-to-date about their right to remove from the research at any time without any consequence to them. At each point the researcher expected ethical problems, and measures were taken for this report. The researcher's first and significant precaution is the letter from the University of Rwanda-CASS which introduces the researcher and request permission to conduct a research in Rwanda.

The letter served to formally introduce the researcher where the researcher needed data or interviews.

The second precaution was taken by the research participants. For the first time ever, the researcher made contact with the respondents, took care of introducing herself, explaining the objective of the study and asking if they wanted to participate. A consent form was then submitted to be signed or a verbal agreement was made before the interviews began. After the agreement, the respondents were promised anonymity of their information and presented their rights to withdraw from the study at any time before the submission of the research. During the interviews the researcher followed Patton advice (2002) and listened carefully, without giving the respondents any decision or advice.

Finally, the researcher used his teaching to encourage respondents to share their histories with words of encouragements and it was helpful during the FGD. The interaction with respondents took place in quiet and comfortable locations.

3.8 CONCLUSION OF THE CHAPTER

This current section explains the methodology which is used for the current study and present the collection of data tools; data analysis procedures and ethical consideration that will be followed by researcher in the purpose of keeping the confidentiality; privacy and namelessness of the information provided by participants.

Under this chapter, the research design discusses in details in order to show how research sites and data collection procedures were selected; shows which individuals were studied; the time; place; and circumstances for those particular participant under studied. The data collection techniques used helped the researcher to collect information responding to objectives and questions for this study. However, this chapter has presented in details how in-depth interviews, FGD and observation techniques will administrate by the researcher and how the data collected will be analyzed. The analysis and interpretation of finding will be presenting on the next chapter.

CHAPTER 4: PRESENTATION, ANALYSIS AND INTERPRETATION OF THE FINDINGS

4.1. INTRODUCTION

The current section presents and analyses collected data for this research. The results were analysed then interpreted according to social-demographic characteristics, main themes and subthemes that emerged from in-depth interview. Data are represented as per research questions, showing findings from interviews and observation, and lastly data are discussed in relation with what we found in the work of other scholars and particularly in relation to the concept of intersectionality, explained in Chapter 2.

4.2 PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS

As noted, findings have been organized under the research objective and themes to which they are relevant. For purposes of clarity these objectives were:

1. How women earning income can affect relationship with their husband and community in general?
2. How women working full-time balance home responsibilities and work and how does that affect their relationships at home?

3. What are the challenges faced by women who earn more income than men and how does that affect their power negotiation in their homes as well as community?

4.2.1. Profile of respondents

The selection of all respondents relied on different categories of respondents, status and Gender. All of those criteria served a purpose of selecting a sample composed of different individuals with a background connected in one way or another to the lives of women earning income. The intention was to enrich the study with the necessary information regarding the challenges faces by women earning income.

Table 1: Description of the sample used in the study

Category of respondents	Status	Number of Respondents		
		Male	Female	Total
Women earning income working in the City of Kigali	Educated Women in construction	0	8	8
	Non-educated women in construction	0	12	12
Total		0	20	20

source: Adapted from data collected by the researcher; October- December 2019

The above table shows all categories of respondents that constitute the sample. Effectively, the detail on status and gender of the sample distribution by category and size is given in the following figure. My observation during the field research is most of women who are in construction sector are non-educated. A big number of women earning income on the field studied up to end of Primary.

Table 3: Description of respondents by age.

Age (Years)	Number	Percentage
-------------	--------	------------

20 – 30 years	3	15 %
31 – 40 years	11	55.0%
41 – 50 years	6	30.0%
51 and above	0	00.0%
Total	20	100%

Source: Adapted from data collected by the researcher; October- December 2019

Apparently, the largest part of women earning income contains those aged between 31 and 40 years old (55.0 per cent), after that those aged between 41 and 50 years old (30.0%). Very few of them are those aged between 20 and 30 years old (15.0%). This is very promising in terms of compiling outcomes of this research, as the age intervals of women earning income almost coincide with what is actually observed in real life in Rwanda.

Table 4: Profile of Key Informants

No	Title	Education	Gender	Age	Marital Status
1	Coordinator at MIGEPROF	Masters	F	43	Married
2	General Director at STECOMA	Bachelor	M	48	Married
3	Deputy General Secretary at STECOMA	Bachelor	F	38	Married
4	Representative at TVET Gashara sector	Bachelor	M	35	Single
5	Spouse of women	Primary	M	47	Married
6	Co-worker	Secondary	M	42	Married

Source: Adapted from data collected by the researcher; October- December 2019

All of these research participants and key informants participated in the research and provided information on the lived experiences of women earning income. Depending on their personal, professional experience, each one shared his/her own opinion when asked questions during interview. The data collected is detailed in the following subsections.

4.2.2. Women earning income and its effect on relationship with their husband

4.2.2.a) Good experience of earning income as women narrate

A main objective of this study was to understand much about women earning income and how it affects home relationship between spouses. Consequently, respondents were asked how women earning income can affect home relation with their husband, and they willingly gave numerous answers.

This is how it was paraphrased by Valentine: *To be a women income earner cannot affect home relation, unless if it is in her nature to be arrogant or disobedient but it is a contribution to the family.*

This is the answer given by Ziripa: *Being an income earner doesn't affect our home relationship rather we take it as an opportunity to complete each other, there is time when he can't have a job and at that time I provide in his absence.*

Saidati response: *Unless if there is another home issue, but being an income earner as women really is not an issue, by the way it is a solution for our finance problems whereby we can share our income and develop our home.*

To be an income earner has change nothing in my relationship with my husband, to be an income earner I take it as a way of improving our relationship because it helps us to deal with some problems related with cash, so for us it is a solution than to become a problem, said Coletta.

The answers of respondent illustrate well that women earning income has no negative effect on home relation with their husbands, unless if that woman has that nature of being arrogant. Being a breadwinner as a women don't change the behavior. This situation was also observed in the case of Valentine, Saidati, Ziripa and coletta.

As the culture, society of Africans, a man was the breadwinner of the family but in these days minds changes, women have a voice and now they fill as they are capable on being useful or able

to bring inputs in their home as we saw in the above answers of some women who earn income and now have good experience in their relationship with their husbands, Rania A.,2019 on good experience of earning income in the relationships is that gender based barriers in business environment was reduced and women are happy of that achievements. Contrary on past time where women were as if they don't have rights as Bradlet said that they are socially, economically and culturally bound to their husbands' directives. Although the situation as changed significantly since 1994 when Bradley Davies reported male dominance over women as unequal partners (Bradley Davies 1994:18), there are still places on earth were such violation toward women right are practiced. Notably domestic violence done against women in some societies, which reveals that the issue on women inequality is an embedded problem within these societal structures (Bradley Davies 1994:18).

As this current study try to understand home relationship between spouses after the women has earned income, some women in construction responded that earning much for women has no relationship with home conflicts but others women said that it may create conflicts at home. The respondents also were asked on how does their income affect the daily relation with her husband. Below are their answers,

The life story of Munyana... My husband is proud of me because I contribute to the economy of the family, I served a lot because now I can pay school for my children, we build a house and now even if my husband didn't get some money, we can't sleep without eating because now I have access on money.

The story of Munyana illustrates how her husband is proud of her on the way she contributes on the economy of the family and her situation was also observed in the case of Charlotte.

My husband is always pleased to see me contributing to development of our home, there is a situation in every family whereby a crisis may take place and you found only man has a job, but if we both have a job it may differ from home where only man work, said Charlotte.

I don't have any problem with my husband because it is all about trust, many problems are the result of lacking trust on your spouse but my husband and I, we trust each other we always communicate to prevent whatever may arise, said Mukamana.

According to the scholar (Lois Mcnay, 2004), the ongoing process of becoming a subject stem from a complex interplay between the phenomenal closeness of the lived experience and social structure of power and inequality. Women are increasingly becoming the main household breadwinner (Bertrand, Kamenica, & Pan, 2015). Despite female breadwinners contributing a greater share of household income, there is a dearth of research concerning this shift's effect on the content of relationship argument concerning topics such as money, chores, and decisions concerning children, three topics of contention (Papp, Cummings, & Goeke-Morey, 2009).

In brief, the results presented above have close similarities with the research conducted by Bertrand, Kamenica, & Pan, 2015 on how women are increasingly becoming the main household breadwinner. Basing on the above answers from the respondents, it is evident that earning income for many women cannot be taken as problems for their husband rather it is a solution to their home where a woman can provide in the absence of man's access to money.

4.2.2. b) Negative experience of earning income as women narrate

These findings are consistent with the findings of other authors reported in the second chapter of this study shows that female in different regions asked a husband, fathers, or brother's authorization to go out from home. In addition of that bank accounts of women are accessing to their husband or brother but not vice versa and the husband giving her with information on her assets. When women in one farmers' group were asked how their husbands used their money, they laughed and said that they don't know (Cameroon 1995).

Other women in construction have been asked to give their opinion and advice for Negative experience of earning income in a relationship for women the below are their responses,

Years ago ...my husband didn't feel well when he sees me doing everything at home... he felt a kind of inferiority to see me do what he thinks he could do for himself, ...but as soon

as I talked to him his complains fades away and now we live a happy marriage, said Mukamana.

My advice to all women who can earn income is collaborate with their husband in everything and to combine everything they gain to bring something tangible that can help the family instead of arguing on unimportant things like hiding your financial status from your mate, this mostly happen to some family who face financial conflicts, said Ziripa.

From the time I begin earning much income than my husband there are some changes and responsibility that have shifted on, even if he could do it but he started thinking that I have to take charge of everything in our home. This is the most of challenge I got from earning income as women, said Saidati.

Mukamana and her colleague's stories show's that there are so many challenges women income earners face at home with their husband one major tendency is that men want throw every home responsibility at women and unquestionably this create disagreement which can sometimes led to divorce, another outcome is that some men don't feel proud of their women being earn much income than their husband but this old myth is being changed. But specifically the story of Mukamana actually illustrate well the cooperation with her husband and he also earn income somewhere else, so they have talked and everything has been arranged.

As revealed in the above responses from the female respondents, it is clear that there are positive and negative experiences of earning income in home relationship between spouses. One major highlighted positive experience of earning income in relationship is that it helps in the development of the family and handles much of home issues. On the other side this also create the shift of responsibility to the women which may cause major effect on the family. This still show that families still have journey to take in educating some people who still can't manage home income whether it is brought by men or women.

According to the scholar Rania, there are an increasing number of women who are taking advantage of Rwanda's construction boom to lift their families out of hopeless indigence and poverty by working at ubiquitous construction sites that are springing up at every nook and cranny of Kigali. Rwandan women are breezing through the male-dominated construction industry, demystifying the age-old myth by believing that what a man can do, a woman can also do – if not even better (Rania A., 2019).

In brief, even if there are still obstacles in male's opinion about women earning income, the results presented above have close similarities with the research conducted by Rania A., 2019 on good experience of earning income in the relationships is that gender based barriers in business environment was reduced and women are happy of that achievements.

4.2.3 Women narrate how they balance their work and home responsibilities

The following women respondents were asked how women working fulltime balance home responsibilities and work,

Surely it was not easy for me to balance my home responsibility and managing work because all of them truly need time so it wasn't a little issue to deal but with the help of my husband, we have sat and agree on how to take care of the home but also without forgetting the work. If it was not by this communication, we would face danger relation at home, said Ziripa.

Managing home responsibility and work is something which is not easy to manage but it is possible, it become so difficult the time when children come, and they really need to be treated with much care at that time it is not easy as they used to be when someone is still single but once again when they grow they help us manage all of them. The management of this kind of situation needed the agreement of I and my husband to what should be

done and we finally agreed to do work which will help us taking care of our home, said Valentine

Saidati says: I manage to wake up early in the morning and leave everything fine, even when I'm working I manage to call at home, I am always updated about what's going on at home it is easy than some may think. I am committed to do all of them because each of them complete another.

The appreciation from one of the Leader Deputy General Secretary of STECOMA, said that the syndicate of STECOMA is happy about them because women members try all their best to work for many hours (7am to 5pm), and even if they face some challenges on the working place, they are not discouraging

Here is the testimony of Umunyana: there is a time home may need specific attention, at this time I may ask for off at job for me to have something to do but it is not always happed. And the family is not for only one person it is there responsibility of everyone at home. It is not just tasks for women.

It is evident that communication between spouses is important in helping women balancing home responsibilities and work. This finding shows that earning income for the family is not just enough, rather communication on the how to manage the remaining time after the work is the most critical.

Findings from the study of Beckers shows that Data from a variety of sources show that most females find it difficult to achieve their desired combination of working time and family time. Family for example, responsibilities seem to restrict the choice of a woman's occupation. Indeed, it is a common concept of the mainstream study of occupational gender disparities and, more broadly, earning that marriage leads women to pursue more convenient and less energy-intensive employment (Becker, 1985).

Family commitments also appear to limit many women's ability to achieve their desired level of participation in the paid workforce. For example, in 1997, more than one-third of all the Australian married women with children who were working part-time hours were doing so because of either family reasons or childcare issues.

The corresponding figure for married women without children was 2.0 per cent, whilst only 4.6 per cent of the married men with children who were working part time gave family and/or childcare reasons for their reduced working hours (ABS, Cat. No. 6342.0, August 1997. Findings combined with results of the study that women and their husband should think beyond getting money for home survival and think on taking care of other important side of the home by communicating. This means that the best way for a woman to manage both is communicating with her husband and seek for the solutions if not that some responsibilities may be violated and later may toxify their relationship.

4.2.4 The challenges faced by women earner income than their husbands and its effects on their relationship

Basing on the chapter two of this research it is revealed that many countries of Africa and others in western world still don't understand how women also can earn money and take home charge and because these mindset women are mistreated and their right to economic contribution are abused. Here is what they answered when asked the challenges faced by women earning more income than men,

Mukamana respond... Sometimes men don't feel comfortable when the women are earning more than him. He sometimes gives or put all the homes responsibility on you. Another challenges are that the husband is not motivated to search for job because he knows that the women will bring money, the other challenge is some husband feel inferior and start searching problems where there are not.

Because of old mindset in our country that wife should not hold wealth than her husband, some men still have this tendency to feel inferior by seeing his wife is being high paid

than him ...and some may start sabotage the wife and... finally when not discussed properly may become the source of divorce.

Being paid much than my husband is not at all a problem, ... the problems start when we disagree on the management. A woman who is paid much than their husband is not guaranteed to misuse them by personal problems, yes it is earned by her but what to do with the money should be decided by all of them. So, ... I think that the conflict that may arise can be the result of their disagreement on how to use their resource.

This situation indicates that there are still men who don't understand that women can provide for their home, some think that they have the right to miss use their wife's money, others may think that they should have full control about the use of the resource sweated by his wife. All this when not well settled may affect their relationship which may later create conflict and end up with divorce.

Other respondent shared their opinion when asked what kind of relation do high income earner women need with their husband, this were asked based on statistics which shows that marriages where the women earn more are less stable, so between husband and wife who is unhappy when the wife earns more?

The one to become unhappy is the husband, because he feels uncomfortable thinking that I will be cheating him. So if the relationship used to be bad the couple may end up in divorce but if the relationship used to be good nothing to be worried about, said Saidati

Women income earners need a very good kind of relationship because the good relationship is a root for everything they need to achieve in their home, without a good foundation one of them will be embarrassed. This busy life needs a special relation to build everything. So who to become unhappy depend up on the source of their disagreement, said Ziripa

Mostly it is the husband who become unhappy when his wife is earning high income because he became nervous that women will despise for his little income but when there is good

Communication between husband and wife there is nothing wrong with women being earn much than her husband, said Mutoni.

First of all, good relationship between spouses is something of high value not only needed for this kind of work situation but also in their daily life experience. And the one to become unhappy depends on many factors, such as misunderstanding on how to use the income and mismanagement of the family wealth, said Valentine.

In brief the findings presented in this section indicated that men's need to increase their understanding about women becoming bread winners of their home, they really need to take out the pride and accept women to help them where they cannot. Not only men can be unhappy for their wife's income, women sometimes also can behave in a way men can feel uncomfortable and insecure of their earning. Literature has suggested that the more the wife out earns her husband, the great the marital instability (Ressler & Waters, 2000; Tzeng & Mare, 1995; Zagorsky, 2005; Rogers, 2004). Literature on the subject to date suggests that men report lower levels of happiness when their wives earn more (Wilcox & Dew, 2008; Schaninger & Buss, 1986). The presence of a wife job itself was not problematic until a wife either worked more hours or was earning more than her husband. In brief the answers given by respondents are similar with the literature of scholars as Wilcox & Dew, 2008 and Schaninger & Buss, 1986 on the low level of happiness when their wives earn more.

4.2.4. a) The influence of culture and social attitude via women earning income

Although most cultures look down upon women, and up to men, they express it differently. In Africa, where I live, when a man visits a home and the husband/father is not in, the visitor goes away saying there was nobody at home—even though the wife (or wives) were there and were hospitable to him (Judy W., 2005). In the interview with other women respondents were asked to extent on how social attitude and culture about women earning income create conflict in home between women and her husband,

Yes, because the culture told us in the past that women have to be at home cultivating, preparing food, taking care of children, and now for some husband they still have that in their mind, and don't accept to their wives to go earning money, but we thank the government for giving us voice and support us to do any work you feel able to do, said Munyana.

All kind of harassment against women income earner is the result of this old social attitude and culture that prohibited women from some activities but with the help of our government things are becoming clear than it was used to be before, said Coletta

Yes, this culture was against the women, it convinced men that women belongs at home it excluded women in the office but as we see it is being cleared now men in Rwanda has understand that women too has equal right as men has, said Ziripa.

Yes, it was used to be like that but nowadays I think no man still think like that because of the government some who seem to resist they have been punished, said Valentine.

4.2.4. b) Men's opinions on the attitudes of working women

In this research we try to hear from different categories to properly understand the main objective of the study, the following answers is from males' respondent when asked about what do women contribute in construction site and about advantage and disadvantages of working with women,

They help us doing our work quickly because working together is better than working alone. Their strength plus ours is union... Secondly the advantage as I said, working together is putting together the strength and for me I don't see any disadvantage even if

they said that women are not quick as men. And for me there is no activity women are excluded from because if you want to learn anything you can make it.

Anicet story is really a positive and encouraging words many women wish to have as feedback from their husband. Most of partners (husband) which I talked to them are not supportive and don't understand their wives as saidati's husband do.

Moussa is an old man co-worker on working field, and he reply saying that

Women are so courageous than many man, I see no difference from the men co-workers they are able to do the same as the men, the different was only their old mindset of believing that there is particular work for men.

Basing on what people believe about women capability, women in Rwanda were taking a great step to break the myth people had about them, women here play the same role like men they all can perform the same duty, said Manueri.

Another key informant was approached and asked on what co-workers says about their women colleagues, the representative of TVET in the sector said that women on the site are really courageous and to help them in order to play the same roles or to perform like men, women are trained on some duties to reinforce their knowledge in terms of construction.

Though there is a level woman has not yet reach but there is a huge difference from the years ago, none would believe women to join in construction works the same like many offices work, again said Moussa.

Based on the above males answers as it is similar with others co-workers saying that we can find that women are able of any kind of work as it is supported by co-worker's males respondent. It is a positive side on men who work with women on field. The male respondent also was asked if they can let their wife work in construction, respond Karege:

Firstly, I can agree because for long time ago women were supposed to always be at home cooking and taking care of the children, but in this day's things has changed we all go to work for gaining money. For me my wife can go to work unless if I don't have job. And the question about performance truly speaking men's and women are not at the same level of performance because our physics are not the same but if they want they can learn and we try to help them, showing them how to do things, when you see your friend doing things wrong we normally teach them.

The story of Karege on his answer accept and said that in the past according to the history and culture, women were not supposed to work outside the family except cooking, taking care of children. And the advice of one of the representative of MIGEPROF gave some advices to men who still have that mentality to break that old myth and focus on the development of the family. Even if in kinyaranda they said that “umugore n'umutima w'urugo”, which means that a woman is like the heart of the family, so the heart also has to work and provide for the family.

Yes, ..I can let her do it and if I had some means I can do my best to support her get to another level because they have the same ability like men. The reason why is not at the same level of performance ...it is because they recently join the industry but few years ahead they will be at the same level, said John.

Seminega response is *I can completely let my wife join the construction because this industry helps many people in their daily living, ...many families are nourished because of construction*

works so... my wife to join would be an additional way to develop our family and the women are able of any activity though they have not yet reach the same level of performance like men.

The current study also tried to encounter spouses or husbands of women in construction sites and this is how they answered when asked to speak out their understanding about the trend of women becoming family bread winners and which strategies they used to keep good relationship with their wife.

The respondents justified themselves in the following way: *For me it is good things in general to see women going out and find the living for the family, and what we do to keep good relationship we just communicate whenever she gets what to do I ask her to inform me about time the work start and the closing time for the children not left alone, said Jean claude.*

Every change brings both the advantages and disadvantages but my understanding about this I see it as a good thing that people should embrace rather than throwing it away, if the family had to be fed by only men it has gain another bread winner who will help men, said Aniclet.

Nothing wrong result from women becoming bread winner because it is another helping hand for the men, I think the conflict in some marriages are not caused by women bread winner like some people believe. We only communicate everyone know what each one's job and if there is change we communicate, said Manueri.

As the Story of Maneuri shows us, we approach the DG of STECOMA to give some advises to the members of the syndicate STECOMA on their family relation and the representative said that the usually have meeting with their member and try to teach them to be obedient, submitive and to always communicate to their partners to abide conflict.

Women deserve to serve the family it is good thing the government did to help women develop in different areas, unquestionably the development of women in this country is the result of this government, so they have to contribute to the development of their family and the nation in general. We try to increase communication so that we may take care of our children and other things in our family, said Seminega.

Men has been asked to give their opinion on how they relate current rate of divorce with marriage where women earn more than their husband, and what technique they use to prevent the violation of home responsibility.

The fact that women is earning more than her husband doesn't mean that may cause divorce, it's really depend on her nature but not because she is earning more. And I am sure when women humble her before her husband, nothing possible man cannot do for his wife, said Manueri.

It is no true because it not the fact that always men should have much than women financial status always changes this is why this should not create any problem, it is simple I prevent it by only understanding it. I feel nothing bad about my wife it is even thing to celebrate, said Karege.

I can't believe that the current rate of divorce result from only high paid women, I think there is something wrong that create conflict which may become a source of divorce, but for me this can't be the reason of separation with my wife, said Aniclet.

Yes, I thing some divorce are the result of women who being earning much than their husband and sometime they disagree on how to use it or sometime money may change someone's behavior which may separate them, said Jean claude.

Findings of the study of Aboim, S. (2010), It is proposed that societal gender cultures are of major importance to an understanding of cross-national variations in attitudes and their relationship with the real forms of gender division of labour. The connection between couples' attitudes and practices is thus examined in order to assess the extent to which support for the dual earner/dual career model encourages couples to engage in more equal sharing of paid and unpaid work. Therefore, these findings combined with results of this study also lead to the above responses it is clear that the home relationship between husband and wife doesn't fully depends on what the women earns, so the relationship can either be negatively affected by men or women.

4.3 CONCLUSION OF THE CHAPTER

This chapter has presented and analyzed data for the study under the specific objectives to which data are relevant. The data analyzed have shown significant effect of women earning income in their relationships, where husband understand their wives and support them. And other still misunderstand that women can be breadwinners for their families.

Though women said to be developed they has shown other mental challenges of their employers where you will find that when their employers want to reduce workers, or when they only have a small surface to work on, the first targeted people are women who has to be suspended or even fired.

Another big challenge women face is that: “we don't have a changing room where we can go for changing before starting our work, even after working hours we need to do a small shower but in many construction site they don't reserve a place for us for dressing”. Fortunately, the department in charge of construction affaires says that they insist construction engineers to differentiate women and men changing areas because of their work uniform which can lead to any attempts of sexual harassments and raping specifically in construction. In different construction site changing room are used by the both gender, that why we find cases on raping or harassment and site engineers promise to always have separated place where women can change clothes or can have a shower after working so they can go back clean in their respective homes.

Participants narrative also present some challenges facing by some women in construction and how it is in the process of being addressed as construction of separated resting room for both

gender, giving uniform to all workers not only men on construction site but women too has to be considered. The following chapter will present conclusions and recommendations, which can be derived from this study.

CHAPTER 5: CONCLUSION AND RECOMMENDATIONS

5.1 INTRODUCTION

This chapter provides the summary of major findings, conclusions based on the findings in order to avail solutions to the research question. Nevertheless, the researcher was able to come up with recommendations that could take into consideration for compliance improvement as well as for suggest the areas for future research.

5.2 SUMMARY

For clarity purposes, it is important that the major conclusions are presented under the specific objectives to which they apply. These are:

1. Identify how women earning income can affect relationship with her husband and community in general.

2. Explore how women working full-time balance home responsibilities and work and how does that affect their relationship at home.
3. Understand challenges faced by women who earn more income than their partner.

5.2.1 How women earning income can affect relationship with her husband

During the analysis and interpretation, it was found that women income earners in Rwanda especially those in construction activities are being increased economically day to day and some of them testify that they have reached to the point they build their own houses and have developing home. These testimonies from different women earning income is an evident that Rwandan society are not still working on old myths that women are prohibited from doing some work.

This study found out that as woman said: *Yes, because the culture told us in the past that women have to be at home cultivating, preparing food, taking care of children, and now for some husband they still have that in their mind, and don't accept to their wives to go earning money, but we thank the government for giving us voice and support us to do any work you feel able to do.* Though there are some men who can't understand it at the moment but there are other men who help their wives developing their career.

Yet the finding indicated that despite all the problems of women, it is clear that being bread winner as a woman is no longer a problem like it was taken before, because now women are breaking culture barriers, and have self-confidence with the support of the government, they are successful in their lives.

5.2.2 How women working full-time balance home responsibilities and work

The results of the current studies about women earning income indicated that communication is the key to the wealthy relationship with their husbands and the family in general. They all meet at this point better communication is the key, and they said that it's all about informing your husband about your day at work. Therefore, without question female respondent revealed the secret that for any women bread winner if the communication is good between her and her husband being a bread winner cannot be presented as a problem rather it is a solution to all of

them. Although they have noticed the problem that being women bread winner can lead to a tendency some men can leave all the home responsibility on you. But also they identified other challenges like being the one to be excluded while diminishing workers, the women in construction also reveal the problem of not having the changing rooms for the women.

5.2.3 The challenges faced by women earning more income than men

However, women earning income respondents revealed that their communication with their husband makes it easy for their home relationship work. It is indicated that there are still men who takes it as being inferior to their women. In addition, some men are unhappy of the women to take charge of the economic development of the family and feel inferior which may sometimes lead to the separation.

5.3 RECOMMENDATIONS AND SUGGESTIONS

Based on findings of the current study, the following recommendations and suggestions are made:

- The government through the channel of MIFOTRA shall reinforce and put in place some programmes and workshop for rising awareness and motivating women to be productive and being active in different areas mostly in rural area, so that they can open their eyes and see opportunities and be bread winners for the family.
- Though the result of the study indicated that men has understood the part of women income earner in the development of families, it is for this reason MIGEPROF as well as all partners should keep on providing kind of teachings and advice for the rest of men to understand the role of women income earner in families because there is still a gap on that understanding.
- As the study found, there is a problem of sharing changing room between men and women in construction sites which may led to sexual harassment as women narrated. Therefore, MIFOTRA and the departments in charge of construction in STECOMA should make a

follow up to look if the employers are willing to differentiate changing areas for men and women.

- The results of this study indicated that even if it is not easy to work on a field where it is dominating by men, where you find some challenges, this would require to the future researchers to work on a similar topic to understand more on this, this could be a good subject of research if explored further.
- I would suggest the community to support women income earner. If a woman is willingly and courageous to work not in a usual domain, just approach her and encourage her to don't giving up because that money will help her and her family as a contribution to increase the socio-economic live standard.
- As express by women earning income in construction, I encourage all women, but the most those who are in the construction sector to always be positive and work hard to be an added strength to the society, to increase the socio-economy of the family and the country in general.
- The researcher saw that during the working hours, some masons are not wearing uniform, I would also like to request STECOMA as a syndicate of workers to sensitize sites managers to sew also uniform for women mason as it is given to male because there is only male's uniform which are sew.
- The researcher recommends to construction's institute either private or public TVET and MININFRA that they should take in consideration to do a survey on different site of construction because it was showed that they don't obey or follow some rules as rights of workers.
- The researcher recommends also men who have their wives in construction sector, to be good husband by encouraging them (wives) to work even if neighbors says that it is against the culture; men has to support them by helping their wives in some household work as take care of children, even helping her in some family work as cooking.
- The researcher also suggests women in general to have self-confidence, and to work in different field not only to do easy work, because it was shown in this study that women are capable to do what a man can do even if better than him sometimes.

5.4 CONCLUSION OF THE CHAPTER

This final chapter has presented the main ideas of the study, reconsidered conclusions. Further, it has emphasized the recommendations and suggestions to relevant stakeholders and individuals concerned. Furthermore, it has showed the directions to future research in this area and the need for a more comprehensive study.

REFERENCES:

1. Aboim, Sofia. 2010. Gender cultures and the division of labor in contemporary Europe: A cross-national. SAGE Journal
2. AfDB, (2016). The role of women and Africa's infrastructure. Retrieved from <https://constructionreviewonline.com/2016/03/infrastructure-africa-to-address-the-role-of-women-in-overcoming-africas-infrastructure-deficit/>
3. Anika K. warren, cascading Gender Biases, compounding Effects: An Assessment of talent Management system (catalyst, 2009)
4. Barbara, M. (2006), *Modern Perspectives on slavery*, Journal, The European Legacy, Volume 11, 2006.
5. Barnabas, A., Anbarasu, D. J. and Paul, S. C. (2009), "A study on the empowerment of women construction workers as masons in Tamil Nadu, India", *Journal of International Women's Studies*, Vol. 11, No. 2, pp. 121-141.
6. Cavalcanti, T. and Tavares, J. (2015) 'The output cost of gender discrimination: A model-based macroeconomics estimate', *The Economic Journal* 136(590): 109–34.
7. Conflict and development. Retrieved from <https://www.theguardian.com/global-development/2014/apr/07/rwanda-women-empowered-impoverished>
8. Construction Industry Training Board (2003), Construction Skills Forecast Report, <http://www.citb.co.uk>, accessed in September 2004.

9. Cook, S. and Razavi, S. (2012) *Work and welfare: Revisiting the linkages from a gender perspective*. Geneva: UNRISD
10. Creswell. J., (2009). *The selection of a research Design*, 2nd Ed. Retrieved on (ISBN: 9780761924425), Print Book: English: 2nd ed, California SAGE Publications.Inc.
11. Encouraging Math and science Department of Education retrieved on www.theguardian.com/world/us-news/blog/2013/feb/05/girls-science-gender-gap
12. Eyben, R. (2011) *Supporting pathways of women's empowerment: A brief guide for international development organisations*. Brighton: IDS.
13. Eyben, R., Kabeer, N. and Cornwall, A. (2008) 'Conceptualising empowerment and the implications for pro-poor growth'. Paper for the DAC Poverty Network (www.gsdr.org/docs/open/SE8.pdf).
14. Fielden, S. L., Davidson, M. J., Gale, A. W. and Davey, C. L. (2000), "Women in construction: the untapped resource", *Construction Management and Economics*, Vol. 18, pp. 113–121.
15. Fisher, C. (2007). *Researching and Writing a Dissertation: A Guidebook for Business Students*. 2nd edition. Prentice Hall.
16. Glaser BG, Strauss AL. *The discovery of grounded theory: strategies for qualitative research* New York: Aldine de Gruyter, 1967.
17. GMO, (2011). *Strategic plan 2011-2016*. Kigali, Rwanda: Gender Monitoring Office
18. Golla, A.M., Malhotra, A., Nanda, P. and Mehra, R. (2011) *Understanding and measuring women's economic empowerment: Definition, framework and indicators*. Washington, DC: ICRW.
19. Graham, C. and Chattopadhyay, S. (2012), *Gender and well-being around the world: Some insights from the economics of happiness*. Working Paper 2012-010. Human Capital and Economic Opportunity Working Group.
20. <http://monpalais.com/2012/02/rwanda-rwandan-young-girls-taking-over-male-jobs/>
21. <http://www.cmr.rw/index.php/news/latest-news/item/69-women-in-construction#sthash.FlcNAqcG.dpuf>
22. *Improving Working and Living Conditions in Construction* (2004) Draft Recommendations and Technical Guidance from the International Federation of Building and Wood Workers, www.ifbww.org/files/Improving_Working_and_Living_Conditions_in_Construction.pdf.

23. International Studies in Gender, State & Society 8: 152–69. [
24. James, P., Rust, B. A., & Kingma, L. (2012). The wellbeing of workers in the South African construction industry: A model for Employment Assistance. *African Journal of Business Management*, 6(4), 1553-1558.
25. Janet Momsen *Women and development in the third world* (LONDON: Routledge, 1991)
26. Judy W. Mbugua, 2005. *Endorsement*, CBE International
27. Kabeer, N. (2005). Gender equality and women’s empowerment: A critical analysis of the third millennium development goal. *Gender and development*, V.13(1), pp. 13-24.
Retrieved from:
<https://www.amherst.edu/media/view/232742/original/kabeer%2B2005.pdf>
28. Katranuschkov, P., Scherer, R.J. and Turk, Z. (2001), “Intelligent services and tools for concurrent engineering – An approach towards the next generation of collaboration platforms”, *ITcon*, Vol. 6, pp.111-128.
29. Kenny, C. (2007), “Construction, Corruption and Developing countries, World Bank Policy”, Research Working Paper 4271, June 2007.
30. Lewis, Jane. 2001. *The Decline of the Male Breadwinner Model: Implications for Work and Care*. Social Politics:
31. Marshall, C., & Rossman, G.N. 1999. *Designing Qualitative research*, thousand Oaks, CA: Sage Publications.
32. Martin. P. (2013). The experience of women in male dominated occupations: A constructivist grounded theory. *SA J. ind. Psychol.* vol39 n.2 Johannesburg jan.2013
33. O’Neil, T., Domingo, P. and Valters, C. (2014) *Progress on women’s empowerment: From technical fixes to political action*. London: ODI.
34. OECD (2012a) *Women’s economic empowerment*. Paris: OECD.
35. OECD (2012b) 2012 *Social Institutions and Gender Index: Understanding the drivers of gender inequality*. Paris: OECD.
36. Perspective. *The Sociological Review* 58: 171–96.
37. Purewal, N. and Hashmi, N. (2015) ‘Between returns and respectability: Parental attitudes towards girls’ education in rural Punjab, Pakistan’, *British Journal of Sociology of Education* 36(7): 977–95.

38. Rania, A. 2019. *How women are stepping up to remark Rwanda*, CA: Sage Publications
39. Samantha, D., 2018. Relationships: How to deal with the earning gap. *Journal of organizational Behavior*, DOI:10.1002/job.2284
40. Sector Skills Survey 2012(Construction Sector Report).
<http://lmis.gov.rw/scripts/publication/reports/Construction.pdf>.
41. Shahra (2007). *Women's economic empowerment and the care economy*. Canada: International Development Research Centre.
42. Skills, Employability, and social inclusion: Women in the construction Industry. *Weigo network, Harvard University*.
43. Statistics South Africa. P5002. *Construction Industry*. Pretoria SSA; 2004
44. Strassmann, 1970; *BERU*, 1972; *Edmonds and Miles*, 1984; *Wells*, 1986; *Bon and Crosthwaite*,
45. Tripathy S.N. (1996) ' Women Labour in Construction Sector, A Study in Orissa' in S.N Tripathy (Ed), ' Unorganized Women Labour in India', New Delhi, Discovery publishing
World Bank, Gender at Work: A Companion to the World Development Report on Jobs, World Bank (2014).
46. UN Women, UN Global compact.2011. Women's empowerment principles retrieved on <http://www.unwomen.org/en/partnerships/businesses-and-foundations/womens-empowerment-principles#sthash.k2D5WpiW.dpuf>
47. United Nation Industrial Development Organisation (2003). *A path out of poverty: Developing rural and women entrepreneurship*. Vienna, Australia.
48. OSHA (1999), *Women in the construction workplace: Providing Equitable safety and Health Protection*, OSHA, June 1999.
49. World Bank (2012), world Development Report 2013: Jobs.washington, DC.: The world Bank.
50. Deepa N. (2000), *can anyone Hear Us?* World Bank Publication, paperback, March 2000.

APPENDICES

APPENDICE I: The Map of Rwanda

APPENDIX II: The City of Kigali and its District



Source: <http://www.kigalicity.gov.rw/IMG/bmp/KCC-Cells.bmp>

APPENDIX III: Guiding questions for interviews

Introduction

My name is **GATERA Ukeye Nicole**; I am a student in University of Rwanda_ College of Arts and social sciences. I am currently conducting a study on understanding the lived experience of women earning income and its effect on gender relation in homes and I would like to learn directly from your ideas, opinions, and experiences. I assure you that everything you tell me in this interview will be kept completely private and confidential. Your name will be kept confidential as well. It's your rights to withdraw from the interview at any time without any consequence to you. Please note that all the data collected will be kept in a secured place.

Thank you!

APPENDIX IV: Guiding questions for interviews

In-depth interviews research questions

A. Interview with women and girls in construction site; members of STECOMA

Part 1: Demographic information

Names|:

Age:.....

Province:.....

District:.....

Highest education level attained:

- Not studied
- Primary school
- Secondary school
- University

A. Marital Status:

- Single
- Married
- Divorced
- Separated
- Widow

Part II: Open questions

Q1. How do women earning income can affect home relation with her husband?

- How your income does affect your daily relation with your husband?
- How being a bread winner served your home relation?
- In your opinion, what piece of advice can you give for women earning income for a healthy home relationship with their husband?
- How do you as woman think of being involved in construction activities once taken as men's work, how did you break that myth?

Q2. How women working full-time balance home responsibilities and work?

- How do you manage working full time and home responsibility?
- what communication level is needed between a woman earning income and her husband to prevent disputes?

Q3. What are the challenges faced by women earning more income than men?

- What are the home challenges for higher bread winner women faces?
- What kind of relation do high income earner women need with her husband?
- Every day, statistics about divorce shows that marriages where the women earn more are less stable. Is there any way to tell whether it's the wife or the husband who becomes unhappy when the wife earns more?
- To what extent do social attitudes and culture about women earning income create conflict in home between women and her husband?

Thank you!

B. Interview with spouses of women in construction site

Part 1: Identification of the participant

Names:

Institution:

Job Title:

Part 2: Open question

Q1.what is your understanding about the trend of Rwandan women becoming family bread winners?

Q2. What are specific strategies do you use to keep good relationship with your wife in construction site?

Q3. In your own opinion, how do you relate the current rate of divorce with marriages where women earn more than their husband?

Q4. What kind of techniques does you use and your wife to prevent against the violation of home responsibility?

Thank You!

C. Interview with co-worker's men working with women in construction site

Part I: Identification of the participant

Names:

Job Title:

Part II: Open questions

Q1. What is the contribution does women bring in construction site?

Q2. What are advantages and disadvantages of working with women in construction site?

Q3. Is there any kind of construction activities women is excluded from?

- Which one if there is?

Q4. If were your wife working in construction site, would you agree with her?

If it is yes or no, why and what piece of advice can you give to your co-worker's husband?

Thank You!