

Influence of Hospitality Careers on Preferred Family Size

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ABSTRACT

The aim of this research was to investigate the influence of hospitality careers on preferred family size. The specific objective was to examine whether ladies' level of education, age, and careers influence their decision on the number of children they would have. The descriptive research method was used in the study. The data was collected from 186 respondents who were randomly selected. The study triangulated both qualitative and quantitative methods. The majority 46% of the respondents had 1 to 2 children while 30% had 3 to 4 children with a minority of 8 % having between 4 to 6 children. This finding was significant $X^2 = 88.377$, $df (4)$, $p < .0001$. It was found that women's employment, education, marital status, attitude toward having children, and availability of family planning methods influenced their family size. There were weak positive correlations ($r = 0.195$) $p < 0.026$ between the hospitality career and the preferred family meaning that the career influenced respondents' attitude towards family size. There was a positive correlation between job flexibility and intention to have a family ($r = -.483$, $p < .003$). There were weak inverse correlations between the financial cost of bringing up children and the number of children a family would like to have ($r = -.227$, $p < .012$).

Keywords: Influence, Hospitality Career, Preferred Family Size

INTRODUCTION

The purpose of the study was to investigate the relationship between careers in the hospitality industry and the preferred family size by employees. The study hypothesizes that women's level of education and support were given by their employers influenced their choices regarding their fertility and preferred family size. The study also hypothesizes that women's age, positions in employment, and income significantly influence choice on fertility.

Studies have indicated that there is a negative relationship between women's education and their fertility (Götmark, & Andersson, 2020; Wood, et., al. 2020 Cheng, 2020). Fertility in this case is defined as the maximum number of children a woman prefers less than the number, they avoid deliberately through the use of family planning methods (Towriss, et al., (2020). Normally, it has been observed educated women have fewer children as compared to uneducated ones. Pritchett, & Sandefur, (2020); Som, & Mishra, (2020). This study further argues that the type of job, and nature of employment whether contract or permanent influence the time when women engage in a relationship and the desire to start a family. The study noted

that most hospitality facilities such as hotels and resorts may be located in urban areas as compared to rural forcing the ladies to separate from their families if employees. Getz, & Morrison, (2004) in their study noted that jobs located in rural areas may not be conducive to starting a family due to limitations such as accommodation that can support a young family and other social services such as school. Those working in such environments visit their family members during their off days and while on leave.

With this background in mind, the author, therefore, examines the influence of jobs in the hospitality sector on preferred family size

Study Objective

The objective of this study was to investigate factors that influence the preferred number of children for those working in the hospitality sector in Kenya. The specific objective was to investigate whether ladies' level of education, ages, and their careers affect desires on family size. The null hypothesis of the study was

1. H_0 : Employees preferred family size is significantly independent of their education, employment, and income.
2. Examine support given to nursing mothers working in the accommodation sector in Kenya

Problem Statement

Globally, the fertility rate is always reducing and there is no uniform reason to explain the trend. Some of the reasons for this reduction is education where advocates of this argument opine that as people get more educated, they tend to prefer having fewer children as compared to uneducated ones. This opinion might be limited to some countries, religions, and individuals as the findings may have been limited to the study areas and respondents. In Kenya, the discussion on the reducing fertility rate and preferred family size has been going on. All kinds of arguments have been forwarded by those who see the number of children from the societal perspective while others see it from the economic lens and relate children to the labor force in a family while others see the same from a religious perspective. These different categories of scholars answer the question of the global reduction of fertility rates. The common denominator is that family size is reducing which has its positive and negative impacts depending on the country of study.

The purpose of this study was therefore to examine the influence of hospitality careers on preferred family size

LITERATURE REVIEW

Women's Education and Family Size

The number of women entering the global labor market in the service industry is increasing tremendously. There may be many reasons amongst them being women's empowerment and education. The world community has also witnessed a reduction in the fertility rate and the phenomenon has been associated with women's entry into the labor market. The fertility rate for Kenya in 2021 was 3.363 births per woman, compared to 3.416 births per woman in 2019, representing a 1.5% decline. (<https://www.macrotrends.net/countries/KEN/kenya/fertility-rate>). Behrman, & Gonalons-Pons, (2020) noted that incompatibility between employment and child-rearing leads to a reduction in infertility Employment and moneymaking activities are

incompatible with childrearing as they take place outside the house and under a time schedule that is more inflexible than employment performed in the house. Research in high-income countries shows that women who are employed have fewer children than women who are not employed (England, et al., 2012).

Although different scholars have investigated the effect of women's education on their fertility, their findings are different (Bongaarts, 2020; Liu, & Raftery, 2020 Masuda, & Yamauchi, 2020). This may be because the fertility rate is influenced by variables such as religion, culture, and the respondent's background. There are no universal variables that may be used when measuring such relations. This study, therefore, looks at the effect of education of those working in the hospitality career on desired family size. Previous studies by Abdi, et al., 2020; Al-Kharif, et al., 2020 and Po, & Hickey, 2020 indicated just like in Kenya, the man is the head of the family who influences the women's decisions on family size. In Kenya, the gender of the child would influence whether a couple would have an additional child or not and whether to use the family planning method (Mushy, et al., (2020). With women's empowerment, through education, some are preferring not to marry but have children brought up as single mothers thus making them the sole breadwinner. This self-reliance increases the women's pressure for more education which translates to more time spent in school. Studies have documented that there is a linear relationship between the level of education and job opportunities and income. Behrman, & Gonalons-Pons, (2020) and Yilmaz, & Benli, (2020).

Alberto Cazzola, Lucia Pasquini & Aurora Angeli (2016) observed that the level of women's education may differently influence the fertility rate. Educated women are economically more capable of supporting more babies when compared to those uneducated but still prefer fewer children. This negative relationship is strong and varies between developed and undeveloped countries. Educated women tend to have better jobs and earn more income and may trade in between having children and getting better educated. Similar studies by Connell, et al., (2020 and Knodel, et al., (1990) found that women who attend schools have different ideas about family size than those educated. It is not clear whether the relationship is causal as there are other intervening variables in the relationship.

Martin, 1995 in their study reported that improvement in women's education affects fertility through the number of children a couple can have, the number they want, and the ability to control birth through available methods. Other mediating variables are age, natural fertility, and attitudes toward marriage. The family size preference can also depend on how long a woman is in a relationship (Achdut, & Refaeli, 2020). It has been reported by Achdut, Refaeli. (2020) that educated women delay marriage and cohabitation thus affecting their natural fertility which reduces with age increases.

Kim, (2016) found that education also affects breastfeeding and educated women tend to breastfeed their children for a shorter time as compared to those with lower education and have a higher chance of subsequent pregnancy than those less educated ones. On the other side, studies that while girls are in school, they have a fewer chance of becoming pregnant as compared to those, not in school Bellerose, et al., 2020; Murphy-Graham, et al., 2020; Mumah, et al., 2020; and Indongo, (2020). The number of years a woman spends schooling impacts relationship to time or cohabitation, childbearing, and early motherhood the time for raising children at home is usually lacking as it translates to forgoing income generated from their

career. While educated women marry educated men, the couple may not prefer more children although they can afford to bring them up. This shows that an increase in income from both parents may not necessarily translate to more children.

Relationship Between Women's Employment and Family Size

In Kenya, many jobs in hospitality career may not available be available in rural areas where women live. They are in urban areas meaning that couples may be forced separate and this may also affect the family size. Likewise, educated women may be more aware of contraceptives and have a higher likelihood of using them without consulting their husbands. Kiptoo-Tarus, 2020; Mwaisaka, et al., 2020; Setyonaluri, 2013; McKnight, et al., (2020) and Geerts, 2021 noted that childbearing is seen as an interruption to their working pattern and in countries where unemployment is high women may fear starting a family due to fear of losing their jobs as they bring up children employment policies in small to medium enterprises may be weak and accommodation challenges that come up with pregnancy and childbearing. In this case, women may fear losing their jobs and income. Noted also is the job insecurity associated with hospitality jobs as most of them are seasonal, short-term, or casual. This insecurity has been associated with a reduction in family size preference as women fear losing jobs thus delaying pregnancy.

Employment is therefore connected to fertility in the sense that a reduction of family income may lead to postponement of having children till better economic times. If re-employment is difficult, it will affect women's earnings which is crucial to support childcare costs over the life cycle. Women working on contracts have higher opportunity costs when substituting work for child-rearing. Studies have documented that pregnant women are more likely to be discriminated against in hiring and may be denied the right to return to work once the maternity leave is over. Family-friendly that support children's upbringing is limited in the sector as most establishments lack policies that support and protect pregnant women and newborns from discrimination. All of this affects women's choice of family size.

METHODOLOGY

The descriptive research method was used in the study. The data was collected from 186 respondents who were randomly selected in accommodation facilities in Nairobi, Naivasha, and Nakuru representing employees from urban towns, and those located in Mombasa representing those from the Kenya coast. These study areas were purposefully selected as they have high concentrations of hotels. This may have introduced some biases to the study.

The study triangulated both qualitative and quantitative methods. Qualitative data was collected from 50 respondents who were interviewed while quantitative data was collected using questionnaires from a sample of 139 respondents.

The target population was females employed in the accommodation sector either full-time or as casual. A pilot test was conducted before the questionnaires were distributed and Cronbach alpha was used to test the validity of the data collection tool. Quantitative data was analyzed using SPSS while the content and thematic methods were used to analyze qualitative data.

DATA FINDINGS AND DISCUSSION

Methods of Data Analysis and Presentation of Data

Data were analyzed to explore the influence of tourism and hospitality jobs on preferred family size. Data were obtained from 136 respondents (n=136) which translates to (97%) out of 139 eligible respondents working in hotels and resorts.

Descriptive statistical analysis was used to identify frequencies and percentages to answer respondent profile questions in the questionnaire while correlation analysis was used to establish effects between variables. Different variables were cross-tabulated to examine effects and relationships. Not all respondents answered all of the questions therefore percentages reported correspond to the total number of respondents answering the individual questions. The statistical significance of relationships among selected variables was determined using the Fishers exact test. The level of significance was set at 0.05.

Respondents' Profile

The analysis of 139 respondents found that majority of the (75%) were marrieds while 22 % were single. About 22% were between 20 to 30 years and are referred to as Generation X in this study while 39% of the respondents were aged between 31 and 40 year and has been referred to as generation Z . In relation to their academic level, 39 % were certificate holders as compared to 26 % who were diploma holders. Only 20% were degree holders while 14 % had master's degrees. This means that most of the respondents were well educated and therefore fit to respond to the questions and interviews.

The Chi-square goodness of fit test indicated that the observed and expected frequency was significant at $X^2 = 203.5$, df (3) $p < .0001$ for marital status, age, $X^2 = 16.118$, df (5) $p < .007$, $X^2 = 56.540$, df (4) $p < .0001$ academic qualification . The majority 46% of the respondents had 1 to 2 children while 30% had 3 to 4 children with a minority of 8 % having between 4 to 6 children. This finding was significant $X^2 = 88.377$, df (4), $p < .0001$ indicating that the sample is representative of the population. Table 4.1

The Chi-square goodness of fit test is a statistical hypothesis test used to determine whether variables such as marital status, respondents' age, qualification, and the number of children the respondents have was representative of the full population. The findings on the respondent's profile was a full representation of the population and therefore would be used to give the likelihood of how the industry is.

Table 4.1 summary of respondent's profile

		Frequency	%	Chi-Square Goodness of Fit and Conclusions
Marital Status	Married	104	74.8	$\chi^2 = 203.5$, df(3) $p < .0001$ Indicating that the sample on marital status is representative of the population
	Single	31	22.3	
	Divorced	2	1.4	
	Widowed	1	.7	
Age	20 To 25 Yrs	9	6.5	$\chi^2 = 16.118$, df (5) $p < .007$ Indicating that the sample on age is representative of the population
	25 To 30 Yrs	23	16.5	
	30 To 35 Yrs	31	22.3	
	35 To 40 Yrs	23	16.5	
	40 To 45 Yrs	18	12.9	
	Over 46 Yrs	32	23.0	
Academic Qualifications	Certificate	54	38.8	$\chi^2 = 56.540$ df (4), $p < .0001$ Indicating that the sample of respondents' academic qualifications is representative of the population
	Diploma	36	25.9	
	Degree	27	19.4	
	Masters	19	13.7	
	PhD	1	.7	
How Many Children Do You Have?	None	21	15.1	$\chi^2 = 88.377$, df (4), $p < .0001$ Indicating that the sample on the preferred number of children is representative of the population
	1 To 2	63	45.3	
	3 To 4	42	30.2	
	4 To 5	7	5.0	
	Over 6	5	3.6	
	Total	138	99.3	

Respondents' Current Family Size Compared to The Preferred One

The study found that 15% of respondents did not have children and were not planning to have any in the future. The majority (45%) of respondents had either one or two children while 30% had 3 to 4 children. Only 4 % had more than 6 children. The study compared the respondent's current family size with what they would like to have in the future. It was found that the percentage of those who currently have 1 or 2 children (45%) given another chance would prefer to have fewer children. Most of these respondents were aged less than 30 years. Is it possible that as age increases the perceptions towards having more children changes? This may be researched for another day. These findings were different from those who currently have between 3 to 6 children who said that they are still willing to have more children. The trend was also noted in those who currently have either 4 or 5 children. There is a higher likelihood for those with 3 to 4, 4 to 5, and over 6 children to have more children in the future. Figure 1

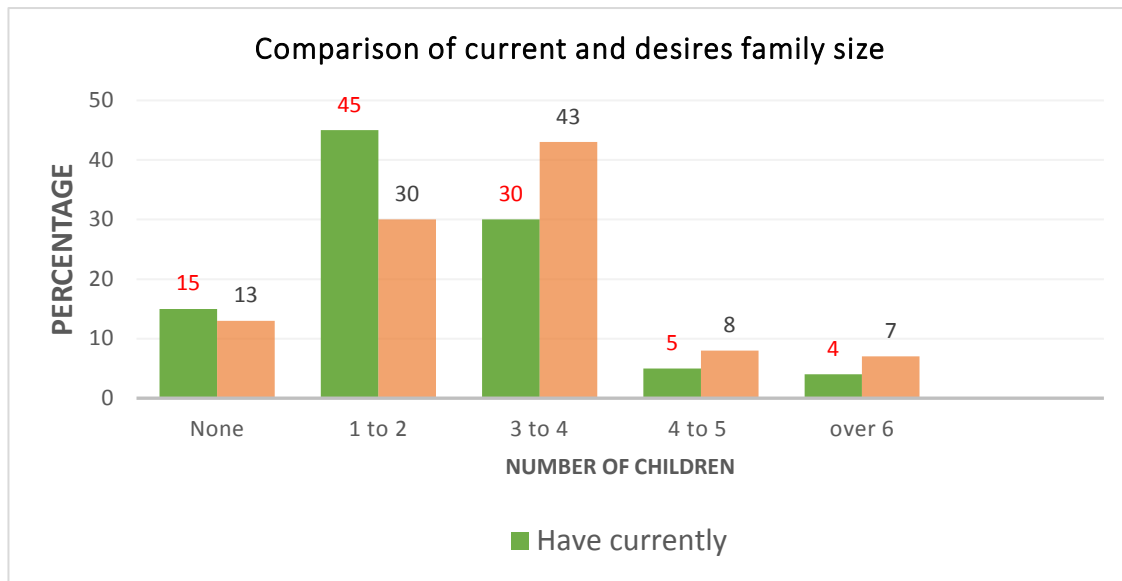


Figure 1. Comparison of respondents' current family size with the desired one

Follow-up findings from discussion and interviews indicated that those with few children (less than 2) still found themselves supporting more than three children mostly from their relatives. Some said that they supported these extra children directly or indirectly in paying school fees and housing them. This is what is expected by society and those with fewer children are said to have less financial responsibility and constrain. Those living in urban towns, would also support relatives, brothers, and sisters with large number of children and such assistance is expected by the society. Traditionally, children are still seen to strengthen marriages, a source of labor, and a sign of wealth in a family. The study noted that culture expectations and practices is changing mostly to those working in the urban areas

Influence of Education on Their Preferred Family Size. (Gen X 20yrs -30years)

Factors Influencing Family Size:

Respondents were asked to give factors that influence their decision on family size. It was found that women's employment, education, marital status, attitude toward having children, and availability of family planning methods were some of the factors that influenced their family size. Other factors noted during the interviews were the size of housing owned by the respondents, the size of the vehicle for those who have (27%) , employee job flexibility (30%), and perceived financial cost of upbringing children (63%). More than 88% of those who completed the questionnaire said that they had to plan their family to avoid not interrupting their career and education. The majority 66% believed that there is an inverse relationship between the number of children you have and the quality of life you provide. Figure 2

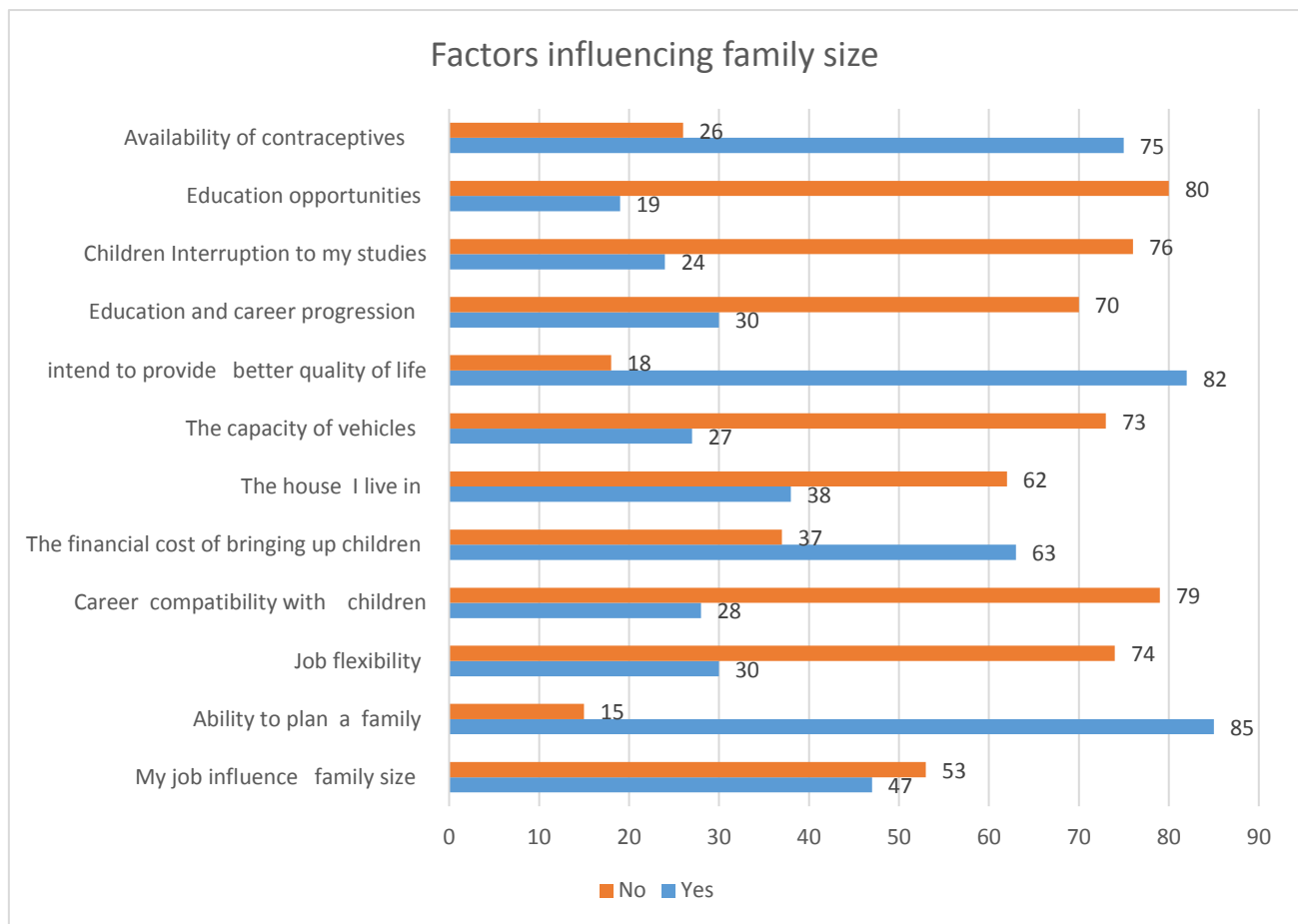


Figure 2. Factors influencing family size

They argued that with few children parents are able to offer them a better quality of life. However, findings from those interviewed to explain what *better quality of life* meant showed it meant providing them with financial stability, educating them in private schools as compared to public schools, and offering them the best physical health, and psychological care. However, they also noted that children brought up alone or in a small family took a long to be independent of their parents, while some lacked interpersonal and socialization skills needed for survival alone.

Others said

“Although I have only 2 children, I find myself taking care of my relatives' children. I wish I had more”

Qualitatively the respondents also agreed that in most cases, children brought up in big families with scarce resources ended up performing better in life than those brought up with one or 2 siblings. At the same time, 64% of respondents said that unlike in the old days when family success was measured in terms of family size. This is not the case today as bringing up children is no longer a communal activity but for the nuclear family alone.

Some said “the burden of rearing children is no longer shared and is one of the major factors influencing the family size.”

Educated ladies have higher chances of using contraceptives than those not educated.

Correlations Between Women's Careers and Their Influence on Family Size:

The study revealed that there were weak positive correlations ($r=0.195$) $p<0.026$) between the hospitality career and the preferred family meaning that the career influenced respondents' attitude towards family size. About 47% of the respondents agreed that the tourism career has an influence on their family size.

Further inquiry revealed that working women delayed having a family and concentrated on their jobs. The majority (85%) said that they had to plan and balance their career and intentions of having a family. Increased focus on their job and education significantly affected their intention to have children. The more one gave the career some priority in life, the more they delayed having children thus affecting the desired family size. Other studies have also found that career-focused women have a lower fertility rate as compared to those not employed. Also noted was that family planning was more significant amongst career-focused women. Marriage delay was more common among women with career success and intending to work in their late 30s.

The finding from **Gen z** (31 years to 40 years) indicated that there was a negative correlation between career growth and intent to have children ($r=-.249$), $p<0.006$) meaning that, women from the age of 30 to 40 years focused more on having a family than their career. They acknowledged that most women reach their reproductive peak between the ages of 20 and 25. As women age, various changes within the reproductive system occur that may reduce their fertility. Consequently, most women over the age of 35 have fewer viable eggs and may ovulate less regularly. Table 4.2

Others said *"availability of contraceptives and other family planning options have made it easy for me to decide when to have a baby and the number"*

Job Characteristics Its Influence on Family Size:

The study found that there was a positive correlation between **job flexibility and intention to have a family** ($r=.483$, $p<.003$.) For generation X (20 to 30 years). About 30% of the respondents said that their job was not flexible enough to allow working and start a family. It was also found that job characteristics, such as the degree of autonomy, job complexity, working hours, and authoritative responsibilities, influence a woman's reproductive decisions. Other job characteristics such as night shift, long working hours, and short holidays were sighted to have influenced negatively the women's fertility. The study noted that in some cases women who work full time may not want to have children as their employers are rigid and not willing to give time off to take of their children. Others fear losing their job during the pregnancy and nursing period if working on contract or part-time. In some cases, such women on the full-time job may prefer working part-time when pregnant and after giving birth. Some policies may not allow this switch of jobs. Table 4.2

Table 4.2 Relationship between respondents' attributes and preferred family size

			Preferred family size (dependent variable)			
			Gen X 20 to 30 years		Gen z 31 to 40 years	
			Pearson Correlation	Sig (1-tailed)	Pearson Correlation	Sig (1-tailed)
Factors (independent variables)	Yes %	No %				
Influence of career on family size	47	53	-.0198	0.142	.015	.443
Ability to plan a family	85	15	0.195	0.026	-.249	.006
Job flexibility and children's upbringing	30	74	-.483**	0.003	-.171	0.045
Career compatibility with having children	28	79	-.221	0.120	0.034	.370
The financial cost of bringing up children	63	37	-.076	0.348	-.227	.012
The house that I live in affects my preferred family size	38	62	-.0315	0.45	-.185	.031
The capacity of vehicles I have dictates my family size	27	73	-.0296	0.053	-.067	.255
With fewer children, I will provide them with a better quality of life	82	18	-.081	0.336	-.169	.046
My education and career progression have affected my family's size	30	70	.216	0.014	-.123	.108
Delayed in dating and marriage due to education	24	76	-.08	0.334	.122	.110
Children's Interruption to my studies	24	76	-.0208	0.131	0.47	.323
My success in life is not pegged on children but my career	73	27	-.180	.030	-.009	.464
Being successful in my career is more important than having children/family	11	88	-.037	0.420	.015	.444
The availability of contraceptives	75	26	-.0256	0.082		
**. Correlation is significant at the 0.01 level (1-tailed). Independent variables were the factors listed above while the dependent variable was desired family size						

Some respondents proposed that the employers should give working women the option of working part-time after giving birth if they so wish. In some cases, women are forced to quit their job in order to nurse their newborn babies

The Financial Cost of Bringing Up a Family:

The majority (63%) of respondents gave the financial cost of bringing up children as a major influence on the number of children one would plan to have. The study found that there were weak inverse correlations between the financial cost of bringing up children and the number of children a family would like to have ($r = -.227$, $p < .012$). As the cost of bringing up children increases, there is a likelihood that a family may prefer to have fewer children. As the size of a household increases, the amount of money spent on goods and services increases. A family may

spend more on goods and services with the addition of more children, but the percentage of additional costs for each child becomes less. Although this relationship was notable and significant for Gen Z, the same relationship was not significant for Gen X ($r=-0.76$, $p>.348$) meaning that the cost of upbringing children is not a major factor for Gen X in determining their family size. Table 4.2

Vehicle Capacity and Family Size:

Notably, about 27% of respondents said that the size of the vehicle they have also to some extent influence the number of children they plan to have. The study found that there was a weak negative correlation between the capacity of the vehicle owned by the respondents and their preferred family size ($r=-.296$, $p<.053$). This meant that if the capacity of the vehicle is four seats, a family might prefer to have less than 3 children.

Feedback from those interviewed explained further and said
I would like to have children who will fit in my car. It is also very expensive to pay for transport costs for children during their school life.

The study noted that car ownership and capacity had some relation to the preferred family size as seen in table 4.2

EMPLOYER SUPPORT FOR PREGNANT AND NURSING MOTHERS

The section sought to examine the level of support given to women during their pregnancy and after birth. This study found that the majority (65%) of the respondents did not have a policy on breastfeeding mothers. Figure 4.1. This meant that there was no uniform way of supporting pregnant and breastfeeding mothers despite there being such policies at the national level. The study found a lack of policy guidelines as the main gap as it set the framework within which activities such as the provision of day-care services, lactation rooms, and flexible work schedules for breastfeeding mothers are promoted.

The employer's attitude toward pregnancy and nursing at the workplace may influence the decision of an employee on starting a family (Hassard, et al., 2021 Wambach, & Spencer, 2019). Studies by Sriraman, & Kellams, (2016) found that for lactation to continue and to ensure that children receive breastmilk during times of separation, women require opportunities in the workplace to either feed children directly or to express milk. In cases where support for breastfeeding mothers is limited, the study found that most mothers were only given three months of maternity leave after which the infant was left with childcare providers who supported breastfeeding mothers after their return to work.

This study found that 93% of respondents are entitled to pay maternity leave. Upon giving birth, 12% of the respondents work in institutions that allow breastfeeding babies to be brought to the place of work while the majority 82% would not allow it. In these cases, breastfeeding mothers are forced to make local arrangements with their employer on how to manage their duties and take care of the newly-born. This in some cases stresses women and are sometimes forced to sacrifice their job. Studies by Ickes, (2022), de Lauzon-Guillain, et al., (2019), and Tang, et al., (2019) found that there is a positive association between maternity leave policies and breastfeeding duration. It found women who had a three-month maternity leave were at

least 50 percent more likely to breastfeed for a longer period of time than women returning to work prior to three months. Figure 4.1

Returning to paid work too soon after the birth of a child has been shown to have a detrimental effect on breastfeeding initiation, and exclusivity in the first six months (Gheyoh Ndzi, and Raj Westwood, 2021).

The study further found that 84% of respondents' workplaces do not have any room or facility for breastfeeding mothers. The breastfeeding-friendly environment in the workplace paid breastfeeding breaks and the availability of a lactation room are important basic requirements for enabling mothers to continue breastfeeding their babies when they return to work. Van Dellen, et al., found that breastfeeding women need to breastfeed or express milk regularly during the day in order to maintain their milk supply and avoid medical problems related to a build-up of milk.

Only 16% of respondents have a makeshift lactations room. Van Dellen, et al., (2020) recommends that a lactation room should be lockable from the inside, it should have good hygiene and sufficient privacy, it should be sufficiently quiet and secluded, it should have a bed or couch, sufficient fresh air, and climate control facilities, and there should be no risks involved such as the presence of hazardous materials and contaminants.

Likewise, the Ministry of Health (MoH) (2018) has guidelines on the lactation environment in the workplace. These guidelines provide direction to employers on how to implement workplace support for female employees. It also gave guidelines on lactation rooms, types of equipment required, time flexibility, crèche, and day-care options. Further, follow-up studies have however reported challenges such as lack of or inadequate breastfeeding breaks, facilities for expressing and storing breastmilk, and promotion of breastfeeding culture still face the nursing mother and by extension influencing their desire to have children while at work centrally to the MoH 2018 guidelines

The Kenya Bill of right 2019 provides for the right of a mother to breastfeed freely or express milk for her infant. It further requires employers to provide breastfeeding employees with lactation rooms to either breastfeed or express their milk for their children. This was not the case for most respondents (<http://parliament.go.ke/sites/default/files/2019-1>)

The majority 65% of respondents said that their employers do not encourage them to bring their babies at the workplace but instead give them breastfeeding breaks to go home or at the day-care provider. This takes long hours as their home may not be close to the workplace. Breastfeeding support at work can lead to higher job satisfaction, and a better work-life balance and may even reduce staff turnover (Yu, 2019 Walker, 2021).

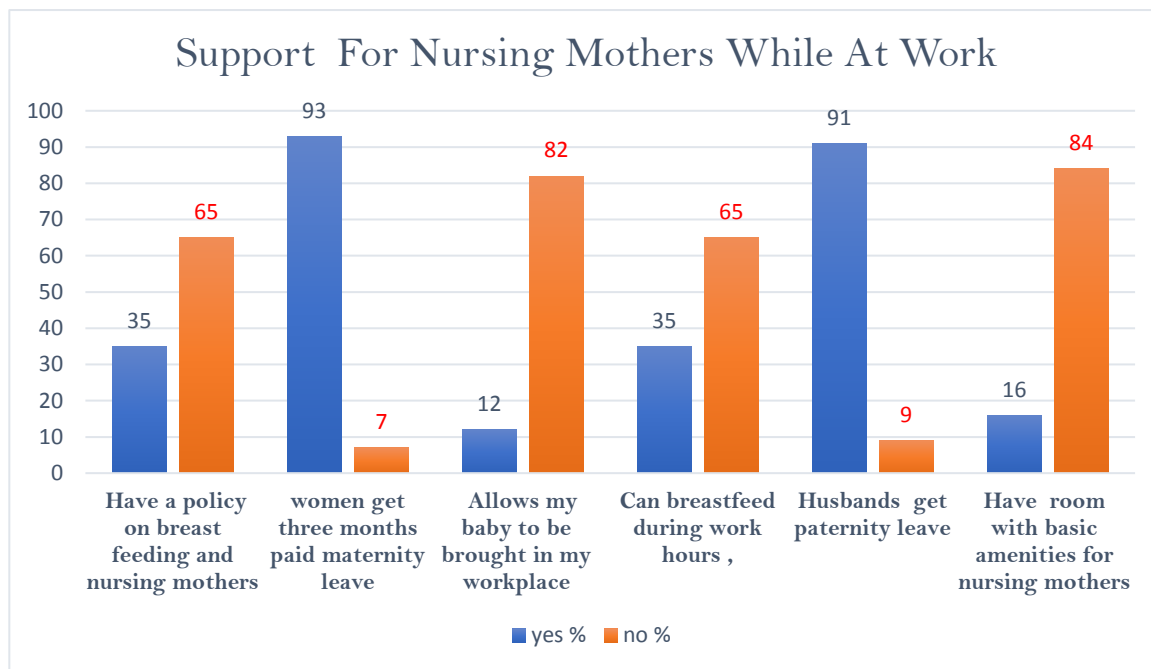


Figure 4.1 support for nursing Mothers while at the workplace

CONCLUSION AND RECOMMEDATIONS

The study concludes that the tourism career has an influence on their family size. There were weak positive correlations between the hospitality careers and the preferred family meaning that the career influenced respondents' attitude towards family size. Employees increased focus on their job and education significantly affected their intention to have children.

The duties performed in those working in the hospitality industry are not flexible enough to allow working and starting a family. Other job characteristics such as night shift, long working hours, and short holidays were sighted to have influenced negatively the women's fertility.

The study also concludes that there are weak inverse correlations between the financial cost of bringing up children and the number of children a family in the hospitality career would like to have.

The size of housing owned by the respondents, the vehicle seating capacities for those who own, job flexibility and perceived financial cost of upbringing children are among the factors that influence preferred family size.

Although many employees opined that the fewer the family size, the higher the quality of life an individual will give their children, There is no agreed variables that define better quality of life. To some respondents, quality life for children meant providing them with financial stability, educating them in private schools as compared to public schools, and offering them the best physical health, and psychological care. To others, quality of life was defined from the social morals and values and how the children related with humanity and their ability to survive in the absence of their parents. Most respondents believed that children brought up alone or in a small family took long to be independent of their parents, while some lacked interpersonal and socialization skills needed for survival alone. At the same time other respondents said that

children brought up in big families with scarce resources ended up performing better in life than those brought up with one or 2 siblings.

Childbearing is seen as an interruption to their working pattern and in countries where unemployment is high women may fear starting a family due to fear of losing their jobs. It was found that the percentage of those who currently have 1 or 2 children (45%) given another chance would prefer to have fewer children while those who currently have between 3 to 6 children are still willing to have more children.

For the nursing mothers, the study recommends employers in the industry provide them with room and facility for breastfeeding. Where possible employers can increase maternity leave period, establish lactation and a crèche at workplace, equipped with milk expression equipment, such as a pump and a refrigerator where baby milk can be stored. This was lacking in most establishments even though Kenya has a breast-feeding policy guideline. Employers should also have policies on breastfeeding, flexible work hours for nursing mother and have on-site day care services where possible

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