

**ADDIS ABABA UNIVERSITY**  
**SCHOOL OF GRADUATE STUDIES**  
**COLLEGE OF LAW AND GOVERNANCE**  
**CENTER FOR HUMAN RIGHTS**

**The Socio-Economic Impact of Female Employment on Intimate Partner  
Violence; A study on Female Employees of Yirgalem Addis Textile Factory**

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**A Thesis Submitted to the Addis Ababa University, College of Law and Governance, The  
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## **Declaration**

I, Gelila Teame, declare that this thesis is my own work and all sources or materials used for this thesis have been appropriately acknowledged. This thesis is submitted in partial fulfillment of the requirements for the degree of Masters of Art in Human Rights, to the College of Law and Governance, Addis Ababa University through Center for Human Rights. I confidently declare that this thesis has not been submitted to any other institutions anywhere for award of any academic degree, diploma, or certificate.

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All praise and glory to the almighty God!

## ACRONYMS

ACHPR	African Charter on Human and People’ Rights
AU	Africa Union
CEDAW	Convention on Elimination of all Forms of Discrimination against Women
CEO	Chief Executive Officer
DEVAW	Declaration to Eliminate Violence against Women
DV	Domestic Violence
DVAW	Domestic Violence Against women
FDRE	Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion
GBV	Gender Based Violence
ILO	International Labour Organization
IPV	Intimate Partner Violence
IT	Information Technology
MoWCYA	Ministry of Women, Children and Youth affairs
PACHPR	Protocol on the African Charter on Human and Peoples’ Rights
UDHR	Universal declaration of Human Rights

UN	United Nation
UNDF	United Nation Development Fund
UNDP	United Nation Development Program
VAW	Violence Against Women
WHO	World Health Organization
YATF	Yirgalem Addis Textile Factory

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## **Abstract**

*Research addressing the relationship between employment and empowerment often focuses on examining such themes as access to employment opportunities and, and woman's control over resources and women's contribution to family earnings at the household level. There is an observable gap of research addressing the impact of women's employment on GBV in the Ethiopian context. The study was conducted with the objective of identifying the different changes employment of women brings to their day-to-day lives specifically examining if women's employment brings any change to gender relations at the household level affecting degree of intimate partner violence. It examined if women's employment and their economic empowerment enhances their knowledge and protection of their basic rights and their engagement in economic, social and political spheres. The research was conducted in Yirgalem Addis Textile Factory (herein after YATF) which is commonly called Adey Abeba Textile Factory. The study used qualitative research approach mainly by drawing on the lived experiences of female key informants. It utilized both primary and secondary sources of data.*

*The study argues that unlike the conventional argument that equates employment of with better provision and protection of women's rights, the lived experiences of female employees of YATF shows that employment of women impacts the degree of IPV both positively and negatively and hence is very subjective . The study found out that even though employment of women in the garment and textile sector enhances their earning power that does not necessarily translate to their empowerment in other domains of life specifically the protection from IPV.*

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## Chapter One

### 1. Introduction

Intimate partner violence (IPV) is one of the most common forms of violence against women and includes physical, sexual, and emotional abuse and controlling behaviors by an intimate partner.<sup>1</sup> Women are significantly more likely than men to be victims of intimate partner violence. It is estimated that around the world 1 in 3 women have been beaten, coerced into sex or abused in their life time and most often the perpetrator is the intimate partner.<sup>2</sup> It is widely understood that IPV be it in the form of isolated acts or systematic patterns of violence is not caused by any single factor. Rather, it is a combination of several factors that increase the risk of a man committing violence and the risk of a woman experiencing violence.<sup>3</sup> IPV derives its roots from the time society started differentiating roles between women and men. On the basis of the nature of the roles, society started to perceive men's roles as being superior to those of women and as such the status of men was given a superior position that resulted in power imbalances and consequently abuse.<sup>4</sup>

A growing number of population-based surveys have measured the prevalence of IPV. The WHO multi-country study on women's health and domestic violence against women collected data on IPV from more than 24, 000 women in 10 countries including Ethiopia, representing diverse cultural, geographical and urban/ rural settings. The study confirmed that IPV is widespread in all countries studied. 13–61% of the women reported ever having experienced physical violence by a partner; 4–49% reported having experienced severe physical violence by a partner; while 6–59%

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<sup>1</sup>WHO. 2012. *Understanding and addressing Violence against Women, Intimate partner violence*, World health organization Press: accessed on November 8, 2015  
[http://apps.who.int/iris/bitstream/10665/77432/1/WHO\\_RHR\\_12.36\\_eng.pdf](http://apps.who.int/iris/bitstream/10665/77432/1/WHO_RHR_12.36_eng.pdf)

<sup>2</sup> Ibid

<sup>3</sup> Maeve, Casey. 1988, *Domestic Violence against Women: The Women's Perspective*, Dublin, Ireland: Federation of Women Refugees.

<sup>4</sup> Sampa et al.1994. *Gender Bias in the Zambian Court System: A Report Based on Research Findings*. Women and Law in Southern Africa WILDAF: Lusaka, Zambia

reported sexual violence by a partner at some point in their lives; and 20–75% reported experiencing one emotionally abusive act, or more, from a partner in their lifetime.<sup>5</sup>

While studies show that there is not much disparity between prevalence rates in developed and developing countries, developing countries are known to have peculiar risk factors that appear to endorse and perpetuate IPV such as patriarchal social structures.<sup>6</sup> Africa contains a wide range of IPV prevalence rates due to differences in religion, literacy rates, and cultural norms present in each country.<sup>7</sup> It is also evident that due to the lack of interventions available regarding IPV and the insurmountable rates of poverty and governmental turmoil, women in Africa tend to experience a disproportionately high prevalence of IPV when compared to other parts of the world.<sup>8</sup>

### **1.1. Statement of the Problem**

Among the various studies that have been carried out in Ethiopia on violence against women in the domestic setting, only few recent studies have focused on intimate partner violence. A study on “Intimate Partner Violence in Western Ethiopia: Prevalence, Trends and Associated Factors”, 2011 reported that intimate partner violence is widespread in western Ethiopia<sup>9</sup>. The study took a sample of 1540 ever married and/or cohabited women from urban as well as rural settings. The findings show that 76.5% of the women faced intimate partner violence in their life time. 56.9% of the women faced an overlap of sexual, physical and psychological violence. Another study conducted

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<sup>5</sup> WHO. 2012. *Understanding and addressing Violence against Women, Intimate partner violence*, World health organization Press Accessed on: November 8, 2015

[http://apps.who.int/iris/bitstream/10665/77432/1/WHO\\_RHR\\_12.36\\_eng.pdf](http://apps.who.int/iris/bitstream/10665/77432/1/WHO_RHR_12.36_eng.pdf)

<sup>6</sup> Okenwa, Leah E. et al. 2009. “Exposure to intimate partner violence amongst women of reproductive age in Lagos, Nigeria; prevalence and predictors.” *Journal of Family Violence* 24: 517-530 Accessed on December 17, 2015

<http://link.springer.com/article/10.1007%2Fs10896-009-9250-7#page-1>

<sup>7</sup> Cyril Melissa 2013. *Intimate Partner Violence Prevention in Africa: What has been done and what still needs to be done*, Georgia State University: Atlanta, USA, Accessed on December 16, 2015.

[http://scholarworks.gsu.edu/cgi/viewcontent.cgi?article=1311&context=iph\\_theses](http://scholarworks.gsu.edu/cgi/viewcontent.cgi?article=1311&context=iph_theses).

<sup>8</sup> Ibid page 3

<sup>9</sup> Sileshi G Abeya et al.2011. “Intimate partner violence against women in western Ethiopia: prevalence, patterns, and associated factors”, *BMC Public Health* 2011, 11:913a.

in 2009 “Magnitudes and Correlates of Intimate Partner Violence against Women and its Outcome in Southwest Ethiopia” collected data from 851 married women<sup>10</sup>. The findings show that 64.7% of the women faced physical and sexual violence in their life time. Sexual violence was reported to be more prevalent compared to physical violence.<sup>11</sup>

The Multi-country Study on Women’s Health and Domestic Violence against Women, sponsored by the World Health Organization, between 2000 and 2003 was undertaken under the auspices of the Butajira Rural Health Program.<sup>12</sup> The study in Butajira indicates that 48.7 % women had experienced physical violence, 58.6% suffered from sexual violence and 75.1 experienced acts of emotional abuse/psychological violence.<sup>13</sup>

CARE Ethiopia also conducted a study on the status of GBV and related services in four *woredas* in 2008 with a total sample size of 700 households where the household head and the spouse were interviewed. Among the women, 36.6% have been victims of physical violence, 76.6% have experienced sexual violence, and 26.4% were subject to emotional violence. 92% were victims of household chores related violence by their current or ex-partner. The most common act of violence reported by women was being slapped or having something thrown at them at (34.7%), followed by being pushed or shoved (33.1%), doing something deliberately to scare her (12.8%), deprive the

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<sup>10</sup> Kebede Deriba et al, 2012. *Magnitudes and Correlates of Intimate Partner Violence against Women and its Outcome in Southwest Ethiopia*. California, USA: Plos One E 7(4): e36189. Accessed on: January 2,2016  
<http://www.ncbi.nlm.nih.gov/pubmed/22558376>

<sup>11</sup> Ibid

<sup>12</sup> WHO. 2012. *Understanding and addressing Violence against Women, Intimate partner violence*, World health organization Press Accessed on: November 8, 2015  
[http://apps.who.int/iris/bitstream/10665/77432/1/WHO\\_RHR\\_12.36\\_eng.pdf](http://apps.who.int/iris/bitstream/10665/77432/1/WHO_RHR_12.36_eng.pdf)

<sup>13</sup> Ibid

woman of food, water or sleep (5.7%) and threatening or actually using a gun, knife or any other weapon, being tied up or blindfolded (4.9%).<sup>14</sup>

Despite the extensive empirical evidence on prevalence of domestic violence against women in Ethiopia, there is a notable absence of literature regarding the magnitude, the understanding of its root causes and the factor that prevents it. Besides, there is still lack of information on other important factors such as religion, culture and superstitions that contribute to the initial cause of IPV. Accordingly, the Ministry of Women, Children and Youth Affairs (MoWCYA) in Ethiopia has identified the lack of awareness as the major causes of VAW in its final report of the study regarding the assessment of conditions of VAW in Ethiopia. This includes women not being aware of their rights; society taking VAW as a norm and the dominant position given to men in society were some of the main reasons raised.<sup>15</sup>

Academic discussions describe various factors accounting for the vulnerability of women to IPV's. For example, Deborah M. Capaldi 2012, mentions individual level factors such as age, poverty, lower educational level, exposure to inter-parental violence during childhood, harmful substance use like alcohol, acceptance of violence as being factors increasing the risk of being either a perpetrator or victim of intimate violence.<sup>16</sup> Other scholar's like Valerie J. Packota 2000, indicate both financial and emotional independence liberates women from their husbands/partners dominance.<sup>17</sup> Various studies, in the past assessed the situation of gender differences and status of

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<sup>14</sup>MoWCYA. 2013. *A final report on Assessment of Conditions of Violence against Women in Ethiopia*, Addis Ababa, Ethiopia: MoWCYA. Accessed on December 17  
<http://www.mowcya.gov.et/documents/715111/2235425/Assessment+of+Conditions+of+Violence+Against+Women+i+n+Ethiopia/bf8cdf8d-63d3-42c8-ba81-8f03e7930456?version=1.0>

<sup>15</sup> Ibid

<sup>16</sup>Capaldi, Deborah M et al, 2012. *A Systematic Review of Risk Factors for Intimate Partner Violence*. accessed on December 15, 2015, <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3384540/>

<sup>17</sup> Packota, Valerie J. 2000. *Emotional Abuse of Women by their Intimate Partners: A Literature Review, Ending violence against women*, Toronto, ON, Canada: Springtide Resources, accessed on December 17, 2015, <http://www.springtideresources.org/resource/emotional-abuse-women-their-intimate-partners-literature-review>

women in relation to domestic Gender based violence and its causes such as power relationship between women and men, jealousy, heavy alcohol consumption, and poverty.

Even though other factors or causes of conflict leading to violence against women have been researched in a detailed manner, there is a gap of research regarding the impact of women's employment on domestic intimate partner violence. In some circumstances employment of women lays the ground for empowerment advancing women economically and socially, giving them better exposure and negotiating ability. In other circumstances, domestic intimate partner violence could take place as the men start to feel threatened and attempt to dominate the female spouse's interest towards employment. Elissa Braunstein 2008 illustrates how much earning income affects women's power at the household level and how women's participation and input into resource allocation and purchasing capacity enhances household decision making power.<sup>18</sup> In his recent research Bukky Osunyikanm 2015, also explains Narcissism as an unexplored source of domestic violence against women in Africa. Narcissistic arrogance, lack of empathy and unhealthy envy of their spouse's achievements frequently propel some men to attack their victims both physically and psychologically causing the victim to lose her self-confidence.<sup>19</sup>

In the case study of Kolfe keraniyo sub city, Sosena 2007, tried to gain insight into women's experience of domestic violence and assessed the constraints that deprive women's equality with men in the private spheres and identified that poverty, alcohol; jealousy and transgression of gender role are the prevalent of causes of domestic violence against women in Ethiopia.<sup>20</sup> Agumsie and

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<sup>18</sup> Braunstein, Elissa.2008. *Women's employment, empowerment and globalization: an economic perspective*. New York. Division for the Advancement of Women Department of Economic and Social Affairs page 4 accessed on December 17,2015: <http://www.un.org/womenwatch/daw/ws2009/documents/EC-WSRWD-2008-EP3%20Braunstein%2026Feb09.pdf>

<sup>19</sup> Osunyikanmi Bukky. 2015. *Narcissism, domestic violence and self-actualizatio*. Akungba, Ondo State in Nigeria. Adekunle Ajasin University: Nigeria

<sup>20</sup> Sossena Mulatu.2007. *Domestic Violence against Women: The Case Study of Kolfe Keranyo Sub-City*. MA Thesis. Addis Ababa University. Addis Ababa .

Bezatu 2015, explained that the problem of domestic violence has direct relationship with different sociodemographic characteristics of the victim as well as perpetrator, in their systematic review of domestic violence against women in Ethiopia<sup>21</sup>

There is an observable gap of research on the proposed theme addressing the effect of women's employment on protection or violations of their rights in relation to domestic violence. In other words there is no comprehensive research addressing the interplay between employment and domestic violence/IPV. Drawing on this gap identified, this study focuses on examining the effect of women's employment on their experiences of gender-based violence (GBVs). By drawing on the gap identified, this study aimed to find out if women's employment and their economic empowerment enhances their knowledge and protection of their basic rights and their engagement in economic, social and political spheres. The research explores whether the experience and knowledge gained through women's engagement in socioeconomic activities reduces or enhances the degree of domestic intimate partner violence they face at home. The study tries to understand if there is a positive correlation between female empowerment and their bargaining power with issues pertaining to intimate partner violence at household level and beyond. Garment factories are typically dominated by women workforces and the nature of factory work often obliges employees to spend 10-12 hours at work. As a result, women spend more hours at work than home. The effect of their employment in garment factories on their private life is not well researched. As a way of addressing the problem the study is based on a case study of Female employees of Yirgalem Addis Textile Factory (YATF) in Addis Ababa. Garment

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<sup>21</sup> Agumasie Semahegne and Bezatu Mengistie. 2015. *Domestic violence against women and associated factors in Ethiopia; Systematic Review*. London, UK: Biomed central Accessed on: January 2, 2016 <https://reproductive-health-journal.biomedcentral.com/articles/10.1186/s12978-015-0072-1>

## **1.2. Objectives of the Study**

The overall objective of this research is to understand the impacts of women employment on the prevalence of domestic intimate partner violence.

The specific objectives are:

- To review different legal instruments protecting women from IPV.
- To identify the different changes employment of women brings to their day-to-day lives
- To examine if women's employment brings any significant change to gender relations and the various forms of violations of rights they encounter at home.
- To assess if women's employment enhances their awareness about their basic rights and IPV
- To make relevant recommendations pertaining to ways of addressing domestic intimate partner violence of

## **1.3. Research Questions**

- What are the different existing legal instruments protecting women from GBV/IPV?
- What are the major changes employments of women brings to their everyday life?
- Does women's employment in any way impact the degree of IPV they face at home? If yes, how?
- How does Women's employment impact their awareness about their rights and IPV?
- What are the points that need to be taken into consideration in order to best address IPV?

#### **1.4. Research Methodology**

This research was exclusively based on a qualitative research method. This is mainly informed by the nature of the research topic which was focusing on examining the impact of women's employment on gender based violence at a domestic level. Qualitative research emphasizes on depth more than breadth of an insight rather than generalization.<sup>22</sup> The challenges for qualitative research are, therefore, to select participants who will be able to provide the most meaningful information on the topic. This research methodology allowed the research to capture opinions of key informants who are employees of YATF. As the proposed study focuses on understanding the lived accounts of female employees, an ethnographic study enabled the researcher to uncover subjective truth by understanding the experiences, opinions and outlooks of the informants. The case study was conducted at Yirgalem Addis textile and garment factory PLC in Addis Ababa.

It is formerly Adei Ababa yarn factory which was privatized by the Government in Nov, 2010. The Company had more than 50 years' experience in spinning, knitting, weaving, dying, garments and blanket production. The factory is located on a prime & accessible location in the southern part of capital city Addis Ababa on Debrezeit road, Nifas Silk Lafto sub city. Yirgalem Addis Textile Factory plc is owned by W/o Yirgalem Asfaw, a woman entrepreneur, highly committed to transform the factory to one of the biggest textile and garment manufacturer in Ethiopia. Currently, the factory has more than 800 employees, 90% of which are women.

With the aim to gather relevant information, this study exhausted a number of research methods that enabled the researcher to acquire an ample amount of data of predominantly qualitative nature. As Fontana and Frey noted, "it is the researcher's responsibility to understand the variety available and the different purposes of each [research method] to become astute in selection of one method over

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<sup>22</sup> Flick, Uwe. 2002. *An introduction to Qualitative research*. London,UK: Sage p.4.

the other”.<sup>23</sup> Bearing this in mind, this study drew on both primary and secondary sources of data as a means to offset the weaknesses inherent within one source with the strengths of the other. Therefore, to acquire data efficient enough to retort to the research questions posed above, the study drew on both by primary and secondary data sources.

**Data Collection tools:** The primary sources of data were collected through in-depth interview, Focus Group Discussion and key informants interview.

**In-depth Interview:** The researcher used this method to better understand how women’s employment affects the level of IPV at home by obtaining detailed information about informant’s personal feelings, perceptions and opinions. In-depth interview provides an opportunity for the researcher to internalize the experiences, stories and facts of informants from original stand point.<sup>24</sup> It is believed that informants will feel confident and comfortable to talk about such sensitive issues in a private interview session. Structured and semi structured interviews were conducted with key informants. The unstructured interview was carefully conducted in order not to restrict informants. Had it been solely structured interview, it would have limited the informant from explaining certain aspects of the topics under investigation. In addition to the general interviews guide approach, the informal conversational interview was also to be employed. This method allowed listening and learning the views and personal experiences of the people being studied since it provides opportunities for participants to describe the phenomenon in their own terms. Thus, it helped to balance the researcher’s view with that of the people’s perception.

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<sup>23</sup> Fontana, A., & Frey, J.H. 2005. The interview: From neutral stance to political involvement. In Denzin, N.K., & Lincoln, Y.S. (eds.), *The Sage Handbook of Qualitative Research*. 3rd ed. Thousand Oaks, CA: Sage, 695-728.

<sup>24</sup> Boyce, Carolyn and Plena Neale. 2006. *Conducting in-depth interviews: A Guide for Designing and Conducting In depth Interviews for Evaluation Input*: Massachusetts, USA: path finder international. p.142. accessed on January 5, 2016 [http://www2.pathfinder.org/site/DocServer/m\\_e\\_tool\\_series\\_indepth\\_interviews.pdf](http://www2.pathfinder.org/site/DocServer/m_e_tool_series_indepth_interviews.pdf)

In-depth interviews were held with married women employees from different age groups, educational background, place of origin and religion with the major objective of getting a research result appealing to women from different social backgrounds. Key informant interview was found to be helpful as it allowed the researcher to find out about issues that the researcher was unable to observe. A total of 17 female married informants currently employed of YATF were purposely selected for the in-depth interview. Furthermore, the researcher conducted interview with the head of the human resource department of YATF, W/o Yirgalem Asfaw (owner of the factory) and the chairperson of the workers union.

In the process of selecting informants, purposive sampling technique was applied to include all kinds of women from different socioeconomic background; age group, marital status and educational background. Purposive sampling is believed to provide opportunity of selecting “Information rich” cases within the identified topic.<sup>25</sup> One needs to select a sample based on the assumption that one wants to discover, understand and gain insight from which one can learn the most.<sup>26</sup> Thus, the researcher selected those that provide fresh and rich information. It was important to use this technique in order to identify a deviant case that substantially differs from the dominant pattern ensuring the researcher obtains as much insight as possible.<sup>27</sup>

### **Focus Group Discussion (FGD):**

The researcher employed FGD to generate further ideas from the group interactions and discussions to see if there are group consensuses or contestation on some issues raised.<sup>28</sup> It also helped to get a considerable quantity of data in a relatively short period from a larger number of

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<sup>25</sup>Ibid. p.131

<sup>26</sup>Merriam, Sharan B. 1998. *Case study research in education: a qualitative approach*. California,USA: Jossey bass publisher P. 2

<sup>27</sup> Paul Ten Have.2004. *Understanding qualitative research and ethnomethodology*. London, UK:Sege publication p.4.

<sup>28</sup> Ibid p.134.

people than would be possible by interviewing key informants.<sup>29</sup> Due to and time constraints, a total of 6 participants were selected for 1 group discussion. In order to have a more representative sample, the researcher purposely selected the six participants of the FGD from different production units to get more diverse information. Therefore, 3 informants were from the Garment production unit, 2 women were from the knitting plant and 1 woman was from Dyeing and Finishing Plant. The impact of employment on the degree of IPV, gender equality and the changes brought to the everyday lives of married women after their employment were the major topics raised in the FGD. As a supplementary source of data, this method enabled me to crosscheck what has been collected through other research methods. By using a structured interview and through my involvement as a moderator, this method enabled me to acquire additional data and raise further questions.

### **Secondary Sources of Data**

Through the consultation of dependable and relevant documents, both published as well as unpublished literature materials, the researcher made an effort to gather pertinent information for the study. Aside from giving potency to the data gained through primary data sources, the data acquired from these already existing sources provided theoretical insight to the topic at hand. Furthermore, secondary sources of data such as relevant books, journal articles, published and unpublished researches, legal documents and Internet sources were consulted.

#### **1.4.1. Site Selection and Description of the Research Site**

Textile and Garment manufacturing industry is one of the sectors with large number of female employees. Furthermore, it is one of the sectors where large scale local and foreign investing firms

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<sup>29</sup>Berg, Bruce L. 2001. *Qualitative research methods for the social Science. (4<sup>th</sup> Edition)*. Boston, USA: Ally and Bacon Company. p.111

are involved.<sup>30</sup> The YATF factory is located on a prime and accessible location in the southern part of the Addis on Debrezeit road, Nifas silk lafto sub city. Considering the fact that most other textile and garment factories are located in the outskirts of Addis, this factory's accessibility in terms of location was one factor accounting for the site selection. Besides, the existing gap of research addressing the topic under discussion i.e. the impact of women's employment on IPV in YATF is another factor taken into consideration while selecting the research site. Therefore, the research gap is one of the rationales behind choosing this site for this study. Additionally, the fact that YATF is owned by a woman is another factor for the selection of this research site. W/o Yirgalem Asfaw (owner) makes an effort to contribute towards empowering women by providing job opportunities for disadvantaged women. The selection of the textile factory is hence partly informed by the aforementioned reasons.

YATF is owned by W/o Yirgalem Asfaw (CEO). The company was originally established in 1961<sup>31</sup> by Italian Investors and it was called Adie Ababa "Dir Ena Mag" (Spinning Factory). When the Factory was under the Italian's management, it produced various counts of cotton yarn and Knit fabrics. In 1967 the factory was transferred to Turkish Investors and the name of the factory was changed to Adei Azemir Textile Factory. After the Turkish management took over, the blanket plant was built and started producing woven and non-woven Blanket. These blankets were popular among the society at the time.

The factory was confiscated by the Derg in 1974 and became state owned. Its name was again changed to Addis Ababa Textile factory. During this time the factory produced manufactures textile and garment in a large scale. The factory supplied uniforms and blankets for the Military. It was once more privatized by FDRE in 1991 after the fall of the Derg regime. It was during this period

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<sup>30</sup> Arkebe Oqubay.2015. *Made in Africa, Industrial Policy in Ethiopia*. Oxford, UK: Oxford University Press

<sup>31</sup> All years appear in Gregorian calendar in this study

that the factory expanded its plants and built new ones such as the dyeing and finishing plant. This was primarily done in the general garment section.

In 2002 the company was yet again transferred to W/o Yirgalem Asfawe and is currently owned by her. Its name was changed for the fourth time and was named Yirgalem Addis Textile Factory. Within the past six years the factory has increased its production facilities and stretched its capacity to produce and deliver 100% cotton based textile and garment to local and international customers. The company is an integrated textile factory consisting of: spinning, Knitting, Knit dyeing, Garment stone washing, Blanket weaving, Blanket stitch bond (non-woven) and Garment productions units. The spinning section produces more than 6000 kg of yarn per day by its ring and open end sub sections. The knitting plant produces 10,500 kg of Grieg knit fabrics per day in various types of knit constructions such as jersey, rib, pique, popcorn and interlock. The Dyeing plant produces 10,000 kg of finished knit fabrics per day and the Garment plant produces 15,000 pcs of finished basic knit garments per day. The Blanket unit has capacity to produce 1800 pcs of non-woven and 1450 pcs of woven blankets per day. The major products of the company are categorized as cotton yarn, bleached yarn, Grieg knitted fabric, stock net, dyed knit fabrics, 100% cotton knit garment (crew neck t-shirt, polo shirt and under wears, sport wear, woven garments like work wear and Military uniforms, stone washed garments, embroidered garments, woven and non-woven blankets. The major offspring's of the company's individual market base include polo shirt, T-shirts, sweatshirts and sweat pant, ladies wear, children item, sportswear, five pocket denim jeans, single jersey, cotton jersey, cotton Pique, heavy jersey, Lycra pique, interlock and yarn dyed.

Generally, YATF is one of the largest textile and garment manufacturing companies in the country. The factory supplies its products to major international and national customers including the

Ethiopian Military, International Red cross Society, David payser Sportswear (USA), Coca Cola Company and etc. The factory’s organizational structure is presented as follows:

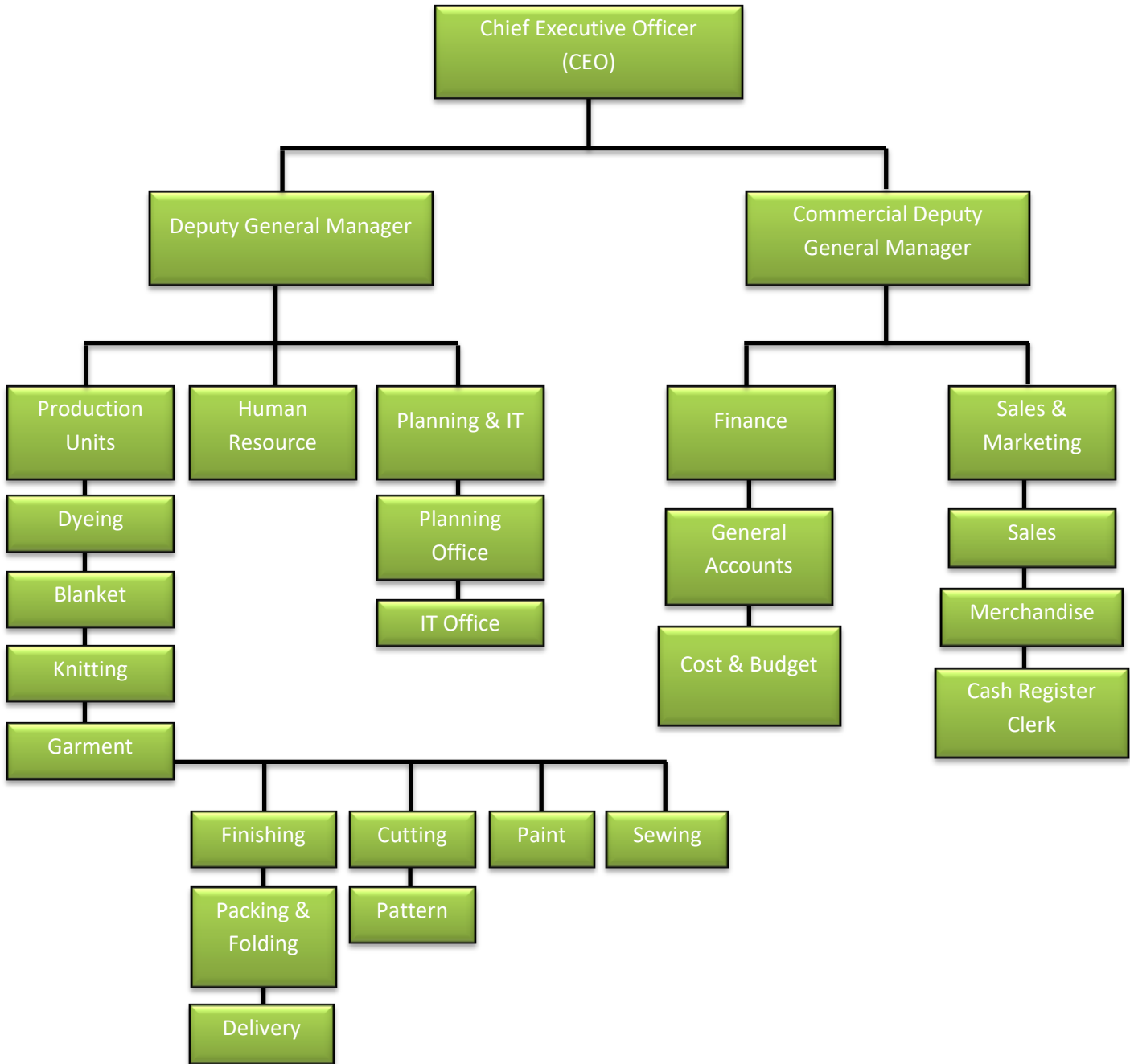


Figure.1: Yirgalem Addis Textile Factory Organizational Structure

YATF Currently has more than 800 employees and 90% of the employees are women. This is mainly because the garment industry is a female dominated line of work but the owner of the factory W/o Yirgalem Asfaw explains why her factory is highly dominated by women as:-

*I am a woman entrepreneur myself and I know the struggle for a woman to make it to the top. You know women have been denied equal opportunity for a very long time in our country and I feel responsible to compensate for what they have lost in the past. Because we have a lot of employees, we know we are not paying them well now but as the factory succeeds and gets more income, we will for sure pay them accordingly. Our company also helps women infected by HIV by providing them employment opportunity. We try to give unprivileged women priority when we hire employees.*

The company openly provides employment opportunity for under privileged female employees by giving them free skills trainings before officially hiring them.

#### **1.4.2. Method of Data Analysis**

I used interpretational analysis which is a process examining case study data closely in order to find constructs, themes and patterns that can describe and explain the phenomena being studied<sup>32</sup>. The most critical step of interpretational data analysis is developing a set of categories that adequately encompass and summarize the data. Accordingly, the data generated from focus group discussion and in depth interview were divided in to different categories/themes. After organizing and preparing the data categorically, I began a detailed analysis by translating from Amharic language into English. Afterwards, the thematically organized data was analyzed through triangulation of the data sources so as to build a coherent justification for the themes and validate the findings. Moreover, to check the accuracy, reliability, and credibility of the findings, this study employed an

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<sup>32</sup> Gall, Meredith D. 1996. *Educational Research: An introduction 6<sup>th</sup> Ed.* New York. Longman

assortment of techniques such as expert opinions, literature reviews, asking the same question with slightly different wording in different parts of data collection, and using thick description to convey the findings.

### **1.5. Significance of the Study**

The study will be significant in examining how formal employment of women in Ethiopia affects their private life. This study will contribute to the existing gap of research on the impact of women's employment on the degree of violence they face from intimate partners. Furthermore findings of this research will benefit in stimulating further research in this area. It may be used to create awareness about IPV with specific reference to working women. This study may also help other researchers who want to conduct further researches on this area. The findings may provide information for policy makers and other human rights activists working on related theme.

### **1.6. Limitation of the Study**

The research is delimited to study impact of employment on the degree of IPV working women experience and will not focus on other factors that contribute towards the cause of IPV. Moreover, due to time and resource constraints, it's difficult for the researcher to expand the sample size hence the study is limited to some married women who are currently employees of the YATF working in different production units.

### **1.7. Ethical consideration**

In ensuring the rights, privacy, and welfare of informants, I made an effort to verbally inform the purpose, process, use of results, and consequences of the study in a language that is clear and understandable. Other than informed consent, the confidentiality and anonymity of the information that informants shared will be kept. I was be committed to the justness of participant selection and evasion of any discrimination or bias in the selection process. The ethical mandate of respect for

informants with regard to treating them as capable of making decisions autonomously on what kind of research they want to be involved in and avoidance of any harm to participants were also be among the ethical requirements that will be taken into consideration in this study. Meanwhile, in recording conversations and events, informants were asked for permission to use the device and were assured that their comments will be used solely for this academic purpose.

## Chapter Two

### 2. Review of Literature

#### 2.1. Conceptualization of Intimate Partner Violence

Conceptual definitions and terms used to refer to IPV have changed over time and have been the subject of considerable debate. Researchers and academicians haven't still reached on an agreement on how exactly to define the term "intimate partner violence."<sup>33</sup> Consequently, definitions of the term vary widely from study to study, making comparisons difficult because some researchers bound the definition of the term to physical pain or injury to another person caused with the intention of, or perceived intention. And others limit the definition of the term to violence that takes place among married couples or individuals living together as a couple or to couples that are only dating or who consider themselves a couple but live in separate residences.<sup>34</sup>

The terms wife abuse and spousal abuse had been used in earlier studies. However, more recent researchers have criticized the term "wife abuse" as having a limit in its focus.<sup>35</sup> Studies on wife abuse and spouse abuse emphasized physical violence experienced by married, heterosexual women.<sup>36</sup> McHugh and Frieze 2006, argue that researchers have now broken the silence about battering by identifying additional victims such as lesbians, gay men, unmarried cohabiting couples, dating couples, and women in the process of separation and divorce.<sup>37</sup> Traditionally studies focused

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<sup>33</sup> National Research Council, *Understanding Violence against Women*, Washington, D.C: National Academy Press, 1996: 9–10.

<sup>34</sup> Tjaden Patricia, and Nancy Thoennes. 2000. *Extent, Nature, and Consequences of intimate partner violence*. Washington DC. U.S. Department of Justice.

<sup>35</sup> DeKeseredy, W., and M. Schwartz. 1998. "Measuring the Extent of Woman Abuse in Intimate Heterosexual Relationships: A Critique of the Conflict Tactics Scales." *Applied Research Forum: National Online Resource Center on Violence against Women*. Accessed on May 31, 2016. (<http://www.csaj.org/documents/178.pdf>)

<sup>36</sup> Ibid

<sup>37</sup> McHugh, M. C., and Frieze, I. H. 2006. "Intimate Partner Violence: New Directions." Pp. 121-141 in *Violence and exploitation against women and girls*. Annals of the New York Academy of Sciences 1087, edited by F. L. Denmark, H. H. Krauss, E. Halpern, and J. A.

on women abused by men in opposite-sex relationships. But Coleman 1994 stated that IPV occurs among both heterosexual and same-sex couples and is often a repeated offense.<sup>38</sup> Worden 2002, explained while not all perpetrators of intimate violence are male and not all victims are female, women are the majority of domestic violence victims.<sup>39</sup> Male to female partner violence is more often a repeated event, and is more likely to result in physical injury and death than violence perpetrated by women.

Researchers began using a more inclusive term, domestic violence, instead of wife or spousal abuse. However this term was critiqued because some argued that the word “domestic” implies that violence is not as severe or repugnant as other forms of violence. Studies have also interpreted the concept of domestic abuse, as with family violence, as being too all encompassing because these studies often include child abuse.<sup>40</sup> Moreover, feminists have also argued that terms such as “domestic violence” and “spousal abuse” do not distinguish between battering and combative relationships. Battering, Battery, physical assault are among the other terms that were often used by researchers since their definitions have a relatively greater correspondence with legal definitions.<sup>41</sup> When conceptualizing violence in intimate relations studies often ignore emotional violence. This study will focus on all forms of IPV in order to get a deeper understanding about the issue.

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Sechzer. Boston, MA: Blackwell New York Academy of Sciences.

<sup>38</sup> Coleman, V. E. 1994. Lesbian battering: “The relationship between personality and the perpetration of violence.” *Violence and Victims*, 9 (2), 139-152.

<sup>39</sup> Worden, H. A. 2002. The effects of race and of class on women's experience of domestic violence. Thesis (Ph. D.), Boston University, 2002.

<sup>40</sup> Ibid

<sup>41</sup> Straus, M. A. 1999. “The Controversy over Domestic Violence by Women: A Methodological, theoretical, and Sociology of Science Analysis.” p. 17-44 in *Violence in Intimate Relationships*. Edited by X. Arriaga and S. Oskamp. Thousand Oaks, CA: Sage Publication.

The National center for injury prevention and control of the United States defines Intimate partner violence (IPV) as a significant public health problem.<sup>42</sup> IPV includes physical violence, sexual violence, stalking, and psychological aggression (including coercive tactics) by a current or former intimate partner. (i.e., spouse, boyfriend/girlfriend, dating partner, or ongoing sexual partner).<sup>43</sup> Family Violence Prevention Fund 2004 defines IPV as: “A pattern of assaultive and coercive behaviors that may include physical injury, psychological abuse, sexual abuse, progressive isolation, stalking, deprivation and threats. These behaviors may be precipitated by someone who is, who was, or wishes to be in an intimate or dating relationship with an adult or adolescent, and are aimed at establishing control by one partner over the other”.<sup>44</sup>

Hague 1999, also defines Intimate partner violence as a formidable social problem, a violence committed by a spouse, boyfriend, girlfriend or other partner with whom an individual has or previously had an intimate or sexual relationship.<sup>45</sup>

For the purpose of this research “Intimate Partner Violence” is defined as any act of behavior within an intimate relationship that causes physical, sexual or psychological harm, including acts of physical aggression, sexual coercion, verbal and psychological abuse and controlling behaviors. The forms of the IPV violence include verbal abuse, physical violence, psychological and emotional violence, sexual violence, economic abuse, and economic and social abuse. This research examined experiences of heterosexual married women.

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<sup>42</sup>Breiding, M.J., Chen J., & Black, M.C. 2014. Intimate Partner Violence in the United States — 2010. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention

<sup>43</sup>Ibid

<sup>44</sup> L. Sue Gabriel. 2008. *Intimate Partner Violence: The Lived Experience of an Individual's Perception of the Holistic Severing of One's Self from an Intimate Partner Violence Relationship*. College Of Saint Mary Omaha, Nebraska.

<sup>45</sup> Hague, G. M. .1999. Domestic violence policy in the 1990's. In S. Watson, & L. Doyal (Eds.), *Engendering social policy* (pp. 131-147). Philadelphia: Open University Press.

### 2.1.1. Forms of Intimate Partner Violence

**Physical Abuse:** is the use of physical force against another person in a way that ends up injuring the person, or puts the person at risk of being injured. Physical abuse ranges from physical restraint to murder. When someone talks of domestic violence, they are often referring to physical abuse of a spouse or intimate partner.<sup>46</sup> Acts of physical abuse include, but are not limited to, biting, kicking, hitting, slapping, hair-pulling, burning, twisting, throwing, and use of weapons.<sup>47</sup>

**Sexual Abuse:** any unwanted sexual contact or activity by an intimate partner with the purpose of controlling an individual through fear, threats or violence. It can affect anyone from teens to elders. It includes forcing someone to participate in unwanted, unsafe, or degrading sexual activity, ridiculing another person to try to limit their sexuality or reproductive choices, sexual exploitation such as forcing someone to look at pornography, or forcing someone to participate in pornographic film-making.<sup>48</sup>

**Economic Abuse:** can include forbidding victims to work outside the home, forcing victims instead to beg for money from offenders. Abusers often deprive victims of money necessary for daily or long term survival or have refused to let victims contribute to financial decision making. Victims are often told that they are not intelligent enough to understand finances.<sup>49</sup>

**Verbal Abuse:** is a commonly used type of IPV. Verbal abuse is when abusers use words to demoralize, belittle, and disgrace his or her victims. Abusers use degrading remarks, insults, public

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<sup>46</sup> Benedictis, Tina D. et al. 2014. *Domestic Violence and Abuse: Types, Signs, Symptoms, Causes, and Effects*. New York, USA: American academy of experts in Traumatic Stress. Accessed on May 2, 2016  
<http://www.aets.org/article144.htm>

<sup>47</sup> Barkley Burnett, L., & Adler, J. 2006. Domestic Violence. eMedicine, 1-47. accessed on May 2, 2016, from  
<http://www.emedicine.com/emerg/topic153.htm>

<sup>48</sup> Ibid

<sup>49</sup> Batista, Patricia, et al. 2003. *Victims of domestic violence: A proposal for a community diagnosis based on one of two domains of NANDA taxonomy II*. International Journal of Nursing Terminologies and Classifications, 14(4), 1-10. Accessed on May 2, 2016 [http://onlinelibrary.wiley.com/doi/10.1111/j.1744-618X.2003.001\\_2.x/abstract](http://onlinelibrary.wiley.com/doi/10.1111/j.1744-618X.2003.001_2.x/abstract)

or private humiliation, and constant put downs. Verbal abuse keeps victims under complete control of offenders.<sup>50</sup> Verbal forms of abuse cause victims to feel worthless, dependent and as though everything that happens is the victims' fault.

**Mental, psychological, or emotional abuse:** can be verbal or nonverbal. Verbal or nonverbal abuse of a spouse or intimate partner consists of more subtle actions or behaviors than physical abuse. While physical abuse might seem worse, the scars of verbal and emotional abuse are deep. Studies show that verbal or nonverbal abuse can be much more emotionally damaging than physical abuse.<sup>51</sup>

**Verbal or nonverbal abuse of a spouse or intimate partner may include:** threatening or intimidating to gain compliance, destruction of the victim's personal property and possessions, or retrieved threats to do so, violence to an object (such as a wall or piece of furniture) or pet, in the presence of the intended victim, as a way of instilling fear of further violence, yelling or screaming, name-calling, constant harassment, embarrassing, making fun of, or mocking the victim, either alone within the household, in public, or in front of family or friends, criticizing or diminishing the victim's accomplishments or goals, not trusting the victim's decision-making, telling the victim that they are worthless on their own, without the abuser, excessive possessiveness, isolation from friends and family, excessive checking-up on the victim to make sure they are at home or where they said they would be, saying hurtful things while under the influence of drugs or alcohol, and using the substance as an excuse to say the hurtful things, blaming the victim for how the abuser acts or feels, making the victim remain on the premises after a fight, or leaving them somewhere

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<sup>50</sup> Justice Department, 2004. [*Syllabus for JUS 300*]. *Intimate violence*. accessed on May 2, 2016, from <http://faculty.newc.edu/toconnor/300/3001ect05.htm>

<sup>51</sup> Ibid

else after a fight, just to “teach them a lesson” and making the victim feel that there is no way out of the relationship.<sup>52</sup>

**Spiritual Abuse:** occurs when victims are not allowed to practice their preferred religious faith. Perpetrators often capitalize on insecurities about faith that victims may already be experiencing. Studies have shown that victims of abuse often felt betrayed by their religious community especially if it failed to act in any way to help victims.<sup>53</sup>

**Social Abuse:** isolates victims from friends and family. Examples of social abuse include, but are not limited to, preventing victims from leaving home for any reason, monitoring or forbidding use of telephones or other means of communication with the outside world, degrading and demeaning victims publicly in front of others, and monitoring the whereabouts of victims at all times.<sup>54</sup>

## 2.2. Women as victims of Intimate Partner violence

For many women all over the world it is often places like home that are rather supposed to be the safest which in most circumstances turn out to be places of violence. Violence coming from the person who is close to them and whom they have trusted enough to build a relationship with is common phenomena. Some of the consequences of intimate partner violence include feelings of hopelessness and isolation, guilt and depression. The more severe or longer term the abuse and violence the greater the impact on a woman’s autonomy, sense of worth and ability to care for her and their children.

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<sup>52</sup> Benedictis, Tina D. et al. 2014. *Domestic Violence and Abuse: Types, Signs, Symptoms, Causes, and Effects*. New York, USA: American academy of experts in Traumatic Stress. Accessed on May 2, 2016  
<http://www.aets.org/article144.htm>

<sup>53</sup> Justice Department, 2004. *[Syllabus for JUS 300]. Intimate violence*. accessed on May 2, 2016, from  
<http://faculty.ncwc.edu/toconnor/300/3001ect05.htm>

<sup>54</sup> Barkley Burnett, L., & Adler, J. 2006. Domestic Violence. eMedicine, 1-47. accessed on May 2, 2016, from  
<http://www.emedicine.com/emerg/topic153.htm>

Recent global prevalence figures indicate that about 1 in 3 (35%) of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.<sup>55</sup> Most of this violence is intimate partner violence. Worldwide, almost one third (30%) of women who have been in a relationship report that they have experienced some form of physical and/or sexual violence by their intimate partner.<sup>56</sup>

A more recent analysis of WHO with the London School of Hygiene and Tropical Medicine and the Medical Research Council, based on existing data from over 80 countries, found out that globally 35% of women have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence.<sup>57</sup> Most of this violence is intimate partner violence. Worldwide, almost one-third (30%) of all women who have been in a relationship have experienced physical and/or sexual violence by their intimate partner, in some regions this is much higher.<sup>58</sup> Even though findings of intimate partner victimization vary widely from study to study as some studies conclude that women and men are equally likely to be victimized by their partners and others conclude that women are more likely to be victimized, it's evident that Women are significantly more likely than men to be victims of IPV.<sup>59</sup>

Ellsberg (2000), in her analysis on the magnitude of domestic violence, stated that there are evidences from different parts of the world that domestic violence is a pervasive phenomenon.<sup>60</sup> A recent review of 50 individuals based studies from 36 countries indicated that between 10% - 60%

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<sup>55</sup> WHO. 2016. Violence against women: Intimate partner and sexual violence against women. Fact sheet N°239. May 2, 2016. <http://www.who.int/mediacentre/factsheets/fs239/en/>

<sup>56</sup> Ibid

<sup>57</sup> WHO. 2005. *WHO multi-country study on women's health and domestic violence against women: summary report of initial results on prevalence, health outcomes and women's responses*. Geneva, World Health Organization

<sup>58</sup> Worden, H. A. 2002. *The effects of race and of class on women's experience of domestic violence*. Thesis (Ph. D.), Boston, USA: Boston University.

<sup>59</sup> Tjaden Patricia, and Nancy Thoennes. 2000. *Extent, Nature, and Consequences of intimate partner violence*. Washington DC. U.S. Department of Justice

<sup>60</sup> Ellsberg, MC. 2000. *Candies in hell. Research and action on domestic violence against women in Nicaragua*, University Medical Dissertations New series, 670.

of women ever been married or in the union have experienced at least one incidence of physical violence from current and former intimate partners.<sup>61</sup> Physical violence intimate relationship almost always is accompanied by psychological abuse in one third to over one half of cases by sexual abuse.<sup>62</sup>

Worldwide studies identify a consistent list of events that are said to “trigger” violence these include failure “to obey” husbands, talking back, not having food ready on time, failing to care adequately for the children or home, refusing sex.<sup>63</sup> Psychologists describe people who compensate for feelings of inferiority by acting ways that make them appear superior.<sup>64</sup>

Community based studies in Ethiopia also indicate 50-60% of women experienced domestic violence in their life time.<sup>65</sup> A study by Anabel addresses the correlation between early marriage and IPV in the Ethiopian context<sup>66</sup>. For example a study conducted in Amhara regional state Gonder Zuria District, states that 50.8% women had experienced physical, sexual, and, or psychological violence.<sup>67</sup> 32.2% had experienced physical violence mainly beating.<sup>68</sup> In Oromiya region likewise a survey conducted in Kofale District, Arsi Zone on the theme of prevalence of intimate partner physical violence found out that 52.6% woman experienced physical violence by

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<sup>61</sup> Ibid

<sup>62</sup> Bagshaw, D. and Chung, D. 2000. *Women, men and domestic violence*. University of South Australia, Vienna.

<sup>63</sup> Heise, et al .1999. *Ending violence against women. Population reports, series L, 11*. Baltimore: Johns Hopkins University School of Public Health.

<sup>64</sup> George Boeree, “Personality Theories”. 2006, accessed on December 17, available at: [http://www.social-psychology.de/do/pt\\_adler.pdf](http://www.social-psychology.de/do/pt_adler.pdf)

<sup>65</sup> Negussie D et al. 1998. Magnitude, type and outcomes of physical violence against married women in Butajira, Southern Ethiopia, and Medical Journal: 83-9.

<sup>66</sup> Annabel Erulkar .2013. Early marriage, marital relations and intimate partner violence in Ethiopia. *International Perspectives on Sexual and Reproductive Health* 39(1): 6-13

<sup>67</sup> Tegbar Yigzaw, Anwar Yibrie & Yigzaw Kebede, “Domestic Violence around Gonder in Northwest Ethiopia”, *Ethiopian Journal of Health Development* 18, no. 3(2004):133-139

their intimate partners.<sup>69</sup> One example from SNNPR is the case from IMeskan and Mareko district where there is prevalence of intimate partner violence <sup>70</sup>

### **2.3. Women Employment, Gender in/equality and Intimate Partner Violence**

Gender equality does not only mean achieving economic empowerment. It is a moral imperative, it is about fairness and equity, and includes many political, social and cultural dimensions. Gender equality is also a key factor in self-reported well-being and happiness across the world.<sup>71</sup> Even though, there is a visible progress towards increasing women's participation in the world of work, gender equality still remains an elusive goal.<sup>72</sup> For more than two decades, the goal of reducing gender inequality held a prominent place in international organizations and in national strategy statements.<sup>73</sup> Despite efforts being made, women continue to face significant obstacles in entering the labor market and progressing in their careers. Barriers to participation, persistent occupational and sectoral segregation and a disproportionate share of unpaid household and care work prevents them from enjoying equal access to opportunities, and to opportunities that are in line with their significant progress in educational achievement over the past decades.<sup>74</sup> This limits their economic choices, weighs on their social status and ultimately curbs growth and social development. Measures to raise the participation of women in the labour force and to improve their employment

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<sup>68</sup> Ibid

<sup>69</sup> Yohannes Debebe, Prevalence of Intimate Partner Physical Violence Against Women and Associated Factors in Kofale District, Asri Zone,

<sup>70</sup> Negussie Deyessa et al., 2009. Domestic violence and depression among women in rural Ethiopia: A cross sectional study, *Clinical Practice and Epidemiology in Mental Health* 5, no.8 accessed from [www.cpementalhealth.com/content/5/1/8](http://www.cpementalhealth.com/content/5/1/8)

<sup>71</sup> Ibid

<sup>72</sup> Chen, Martha et al. 2005. *Progress of the world's women: women, work and Development*. New York, USA: UNDF

<sup>73</sup> UNDP. 2013. *Humanity Divided: Confronting Inequality in Developing Countries*. Accessed on March 21, 2016. <http://www.undp.org/content/undp/en/home/librarypage/poverty-reduction/humanity-divided--confronting-inequality-in-developing-countries.html>

<sup>74</sup> Laura Addati et al. 2016. "Women at work trends 2016" Geneva, Switzerland, International labor organization publications. Page 1

opportunities are therefore important to enhancing women's status, achieving higher output levels and reducing poverty and income inequality.<sup>75</sup>

While many women have become successful in the public sphere, many other women are still grossly underrepresented in the world's leading positions. In particular, in the developing world, women continue to form a large majority of the world's working poor, earn less income, and are more often affected by long-term unemployment than men.<sup>76</sup> This is due to women's socio-economic disadvantages caused by gender-based discrimination and their double roles of being a worker and a care taker for the society. Women often have less access to productive resources, education, and skills development and labor market opportunities than men in many societies. Largely, this is because of persistent social norms ascribing gender roles, which are often, slow to change. Furthermore, women continue to undertake most of unpaid care work, which has become an increasing challenge in their efforts to engage in productive work.<sup>77</sup>

According to a recent ILO report, the status of women at the labour markets throughout the world has not substantially narrowed gender gaps in the workplace.<sup>78</sup> This is mainly because the gender gaps in education and experience significantly differ between men and women. In particular, in developing countries women are still less educated and more likely to suffer career interruptions than men. Societal gender role allocation is still biased and women in most patriarchal settings do not have equal access and opportunity as men. The participation of women in qualified jobs and related fields is at its lowest level. For instance, the National Labor Force Survey indicates that women account for only 23.9% in technical and professional fields. The majority of women

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<sup>75</sup> Ibid

<sup>76</sup> ILO. 2016. Gender and employment. Accessed on March 23, 2016. <http://www.ilo.org/employment/areas/gender-and-employment/lang--en/index.htm>

<sup>77</sup> Ibid

<sup>78</sup> ILO 2008. "Global Employment Trends - January 2008", ILO, Geneva.

perform tiresome, low paid and even unpaid jobs. The 1994 census on employment also shows that women represent only 27.3% of the total government employees and 93.2% of them are engaged in low-grade jobs.<sup>79</sup>

Gender equality is a multidimensional term embracing economic, cultural and social dimensions. Although, there is a clear connection between these factors, gender inequality in incomes can contribute to inequality in other domains.<sup>80</sup> Women's lower incomes and more limited access to other resources that are essential to secure a livelihood such as land, credit and assets reduce bargaining power within households. As such, women experience restricted ability to exercise their preferences in the gender division of unpaid/paid labour, the allocation of household income and their ability to exit harmful relationships.<sup>81</sup>

There is a debate on how much female education and women's employment can have a positive impact on gender equality. A rich body of literature supports the significant effect of women's formal employment changing their lives for the better granting them economic freedom and also protecting them from violence to a certain extent. A 1999 report by UNESCAP explains how much women's participation in formal economic activities and their control over their own incomes empowers them. Access to earned income improves women's position within the household substantially, gives them greater control over the distribution of such earnings and household

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<sup>79</sup> FDRE. 2006. Report of the Federal Democratic Republic of Ethiopia on the Implementation of the AU solemn declaration on gender equality in Africa accessed on May 24, 2016  
[http://www.genderismyagenda.com/country\\_reports/states\\_reports\\_eng/ethiopia\\_report.pdf](http://www.genderismyagenda.com/country_reports/states_reports_eng/ethiopia_report.pdf)

<sup>80</sup> Collins, R. et al. 1993. "Toward an Integrated Theory of Gender Stratification", *Sociological Perspectives* 36(3): 185-216.

<sup>81</sup> UNDP. 2013. *Humanity Divided: Confronting Inequality in Developing Countries*. Accessed on March 21, 2016  
[http://www.undp.org/content/dam/undp/library/Poverty%20Reduction/Inclusive%20development/Humanity%20Divided/HumanityDivided\\_Ch5\\_low.pdf](http://www.undp.org/content/dam/undp/library/Poverty%20Reduction/Inclusive%20development/Humanity%20Divided/HumanityDivided_Ch5_low.pdf)

resources, and generally improves their status and strength in society as well as their own self esteem.<sup>82</sup>

Even if numerous researches have been conducted on the causes and consequences of IPV there is limited information available on how women employment is a factor for IPV. Dominant development policy approaches recommend women's employment on the basis that it facilitates their empowerment, which in turn is believed to be instrumental in enhancing women's well-being. However, empirical work on the relationship between women's employment status and their well-being as measured by freedom from marital violence yields an ambiguous picture.<sup>83</sup> The ambiguities in the link between women's economic status and intimate partner violence may be driven by the tension between the protective influence of higher economic contribution and the threat to the image of the male bread winner, as well as context-specific reasons. In addition, an empirical concern which has rarely been addressed is the endogeneity between a woman's economic status (employment, income) and violence.<sup>84</sup> Violence against women is a complex and multi-dimensional problem. The fact that it limits women's mobility and access to information influences their opportunity for work outside home.

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<sup>82</sup> UNESCAP 1999. "Emerging Issues and Developments at the Regional Level: Socio-Economic Measures to Alleviate Poverty In Rural And Urban Areas." E/ESCAP/1133.

<sup>83</sup> Manasi Bhattacharya et al .2009. *Marital Violence and Women's Employment and Property Status: Evidence from North Indian Villages*. Bonn, Germany, The institute for the study of Labor (IZA)

<sup>84</sup> Ibid

## Chapter Three

### 3. Review of Relevant Legal Frameworks

As it has been stated under section 1.2 above, one of the objectives of this study was to review different existing legal instruments protecting women from IPV. IPV is one of the most direct expressions of the power imbalance between men and women. The large majority of GBV takes place at home by individuals known to the victim, where the victim often experiences repeated attacks.<sup>85</sup>

Different international, regional and national instruments have comprised the human rights of women in order to eliminate historical injustices against women, discrimination and violence, exploitation and suppression of women. Nonetheless, the practical realization of women's human rights has been unable to touch ground in a full manner as women are still highly segregated in the enjoyment of human rights all over the world. This chapter therefore, will present the already existing legal frameworks protecting women from IPV as a way to uncover the poor implementation of women's rights globally and nationally.

#### 3.1. International Human Rights Instruments pertaining to Violence against Women

##### UDHR

Attaining equality between women and men and eliminating all forms of discrimination against women are fundamental human rights and United Nations values.<sup>86</sup> The United Nations has a long

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<sup>85</sup> Heise L and Ellsberg M. 1999. Ending Violence against women (Population reports series L, No 11). Baltimore(MD). John Hopkins Unverstiy .

<sup>86</sup> UN. 2014. *Women's Rights are Human Rights*. New York and Geneva. page.2 HR/PUB/14/2

history of addressing women's human rights and much progress has been made in securing women's rights across the world in recent decades.<sup>87</sup>

The universal declaration of human Rights (UDHR) adopted in 1948, proclaims numerous rights to which people everywhere are entitled to including equal entitlements of women and men to the rights contained in the declaration, "without distinction of any kind, such as sex".<sup>88</sup> Even though the UDHR has been a founding millstone in the fight for human rights, and has been a great inspire in the field of human rights, Feminists questioned the cultural representation that women have according to the document and criticized it for the discourse of the document resembles an exclusion of women.<sup>89</sup> Also they see this as a tendency, which accumulates into a separation of women from the general populous the declaration intends to protect and this separation is supported through its failure to address the protection of human rights directly related to women such as discrimination, or exploitation based on gender.<sup>90</sup>

## **CEDAW**

After an extensive struggle made by human rights advocates, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted by the General Assembly in 1979.<sup>91</sup> It is one of the major human rights instruments that recognized and protected the rights of women in the global arena. It entered into force in 1981 and is vigorous to struggle against all forms of discrimination against women in the social, political and economic aspects of life.<sup>92</sup>

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<sup>87</sup> Ibid

<sup>88</sup> Johannes Morsink, 1991. "Women's rights in the Universal Declaration", *Human Rights Quarterly*, vol. 13, No. 2

<sup>89</sup> Bunch C. 1990. Women's Rights as Human Rights: Toward a Re-Vision of Human Rights. *Human Rights Quarterly*.

<sup>90</sup> Ibid

<sup>91</sup> Geraldine Terry. 2007. Women's Rights: Small Guide to Big Issue. Pluto press. London, p. 24.

<sup>92</sup> Geraldine Terry. 2007. Women's Rights: Small Guide to Big Issue. Pluto press. London, p. 24.

CEDAW obliges the international community to eliminate all forms of marginalization and suppression of women in all aspects of life throughout the world.<sup>93</sup> The convention defines the term discrimination against women in Article 1 as: Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field.<sup>94</sup>

Even though CEDAW dealt with discrimination against women it does not explicitly mention DVAW/IPV, but the Committee, in its general recommendation No. 19 1992, on violence against women, asserted that violence against women is “violence directed against a woman because she is a woman or affects women disproportionately”.<sup>95</sup> This violence seriously inhibits women’s ability to enjoy rights and freedoms on a basis of equality with men. The adoption of this general recommendation was a critical precursor to the recognition of this issue at the Vienna World Conference.<sup>96</sup> General recommendation 19 of the CEDAW Committee establishes the responsibility of states to act with ‘due diligence’ to prevent and respond to violence against women.<sup>97</sup>

### **United Nations Declaration to Eliminate Violence against Women (DEVAW)**

DEVAW which was adopted in December 1993 recognizes violence in the private life including intimate partner violence as a form of VAW by providing the most widely used definition of violence against women on article 1 and 2 of the resolution which is any act of gender-based

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<sup>93</sup> UNDP. 2008. Compendium of key Documents Relating to Human Rights and HIV in eastern and South Africa. Pretoria University Law Press, Johannesburg, p.10.

<sup>94</sup> See, CEDAW, Article 1

<sup>95</sup> Committee on the Elimination of Violence Against Women, Eleventh Session, General Recommendation 19, Official Records of the General Assembly, Forty-seventh Session, Supplement No. 38 (A/47/38), Ch.1

<sup>96</sup> UN. 2014. Women’s Rights are Human Rights. New York and Geneva. page.2 HR/PUB/14/2

<sup>97</sup> Committee on the Elimination of Violence Against Women, 11<sup>th</sup> Session, General Recommendation 19, Official Records of the General Assembly, 47<sup>th</sup> Session, Supplement No. 38 (A/47/38), Ch.1

violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.<sup>98</sup> This instrument also defines VAW to include Physical, sexual and psychological violence occurring in the family.<sup>99</sup> The Declaration on the Elimination of Violence against women (DEVAW), on the 6<sup>th</sup> paragraph of the preamble, states that Violence against Women (VAW) is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men.<sup>100</sup>

This Declaration requested States to condemn violence against women and not to invoke any custom, tradition or religious consideration to avoid their obligations with respect to its elimination, and for States to pursue by all appropriate means and without delay a policy of eliminating violence against women.

### **A Resolution on the Elimination of Domestic Violence against Women**

This is another instrument adopted by the General Assembly in 2004 which recognized that domestic violence includes physical, sexual and psychological threats to a women and economic deprivation and isolation that may cause imminent harm to the safety, health or wellbeing of women. Under this instrument, DV is recognized as a human rights issue with serious immediate and long term implications.<sup>101</sup>

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<sup>98</sup> See, Article 1 of General Assembly Resolution 48/104 of 20 December 1993

<sup>99</sup> See, Article 2 of General Assembly Resolution 48/104 of 20 December 1993

<sup>100</sup> See, The declaration on the Elimination of Violence against women, preamble paragraph 6 A/RES/48/104

<sup>101</sup> Elimination of domestic violence against women,” GA Res. 58/147, UN Doc. A/RES/58/147 (Feb. 19, 2004) (Resolution 18/145)

## **Beijing Declaration and Platform for Action**

It was adopted during the Fourth World Conference on Women in September 1995, the Beijing Declaration and Platform for Action focused on 12 areas concerning the implementation of women's human rights and 5 Report of the International Conference on Population and set out an agenda for women's empowerment. It builds on the results of the previous three world conferences on women, but is considered a significant achievement in explicitly articulating women's rights as human rights. The Platform for Action includes a series of strategic objectives to eliminate discrimination against women and achieve equality between women and men. It involves political and legal strategies on a global scale based on a human rights framework. The Platform for Action is the most comprehensive expression of States' commitments to the human rights of women. Subsequent reviews of the implementation of the Beijing Declaration and Platform for Action have revealed that although significant progress has been made in some areas of women's human rights, "discriminatory legislation as well as harmful traditional and customary practices and negative stereotyping of women and men still persist" particularly in family, civil, penal, labour and commercial laws or codes, or administrative rules and regulations.

### **3.2 Regional legal frameworks**

#### **Protocol on the African Charter on Human and Peoples' Rights on the Rights of Women (PACHPR)**

The Protocol to the African Charter on Human Rights and Peoples' Rights was adopted on 11 July 2003 by the African Union (AU). Prior to its adoption, the AU's jurisprudence on women's rights was almost non-existent.<sup>102</sup> The preamble to the protocol acknowledges that women's rights have been recognized and guaranteed in all international human rights instruments as inalienable,

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<sup>102</sup> Frans Viljoen.2001. *An introduction to the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa*. Pretoria, South Africa: University of south Pretoria, center for human Rights

interdependent and indivisible human rights. State parties are thus obligated to ensure that any practice that hinders or endangers the normal growth and psychological development of women is eliminated, in order that women might fully enjoy all their human rights. As of April 2013, 48 countries had signed the protocol, out of which 36 had ratified. Explicit mention of violence against women is made in Article 4, which deals with the rights to life, integrity and security of the person.<sup>103</sup>

The Ethiopian government has signed the Protocol on the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in June 2004 and the ratification process is underway. The charter's relevant provisions are Adoption and implementation of appropriate measures to ensure the protection of every woman's right to respect for her dignity and protection of women from all forms of violence, particularly sexual and verbal violence.<sup>104</sup> States Parties to enact and enforce laws to prohibit all forms of violence against women including unwanted or forced sex whether in private or public; punish perpetrators of violence against women and implement programs for the rehabilitation of survivors; and establish mechanisms and accessible services for effective information, rehabilitation and Appropriate measures are taken to ensure that law enforcement organs at all levels are equipped to effectively interpret and enforce gender equality rights and that women are represented equally in law enforcement organs.<sup>105</sup> Appropriate measures are taken to ensure that no child, especially girls under 18 years of age, take a direct part in hostilities and that no child is recruited as a soldier.<sup>106</sup>

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<sup>103</sup>Worldwide Movement for Human Rights. 2013. Paris, France:FIDH, Accessed on June 1,2016  
<https://www.fidh.org/en/impacts/>

<sup>104</sup> See, Article 2 of the ACHPR

<sup>105</sup> See, article 8 of ACHPR

<sup>106</sup> See, Article 11 of ACHPR

### **3.3 National legal frameworks**

#### **FDRE Constitution**

The Ethiopian government has signed and ratified important regional and international instruments that promote and protect the rights of women. Article 34 of the FDRE constitution clearly articulated the rights of women within the family.<sup>107</sup> In this regard, it says that during marriage life men and women have equal rights. Rights within family are equally guaranteed for both women and men to equally participate in decision making within the house hold. In addition, Article 35 stipulates the equal rights of women with their men counterparts. Under sub article 2 it mentions that women have equal rights in marriage as prescribed by this constitution.<sup>108</sup> Women should equally share household matters that impinge on their well-being including decisions in reproductive matters, health and sexuality.<sup>109</sup>

#### **The family law**

Subsequent to the FDRE Constitution other more specific gender sensitive laws were issued in the country. One of these laws is family law that has shown a radical change to the parts of the Civil Code dealing with marriage and abolished most of the discriminatory provisions in the Code concerning marriage. Some of these improvements are those rules which require respect, support, assistance and fidelity between spouses and one that mandates joint management of family.<sup>110</sup> The revised family code also recognized fundamental freedoms and rights of married woman in the family. The family code again guarantees the equal rights of couple without any discrimination. This is also consistent with the federal constitution. Article 50(1) of the family code recognizes the

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<sup>107</sup> See, the FDRE constitution, Article 34

<sup>108</sup> Ibid, Article 35

<sup>109</sup> Ibid

<sup>110</sup> Megersa Dugasa. 2004."The Ethiopia's Legal Framework on Domestic Violence against Women: a Critical Perspective" . *International Journal of Gender and Women's Studies*, Vol. 2, No. 1, pp. 49-60 Accessed on June 1, 2016 [http://aripd.org/journals/ijgws/Vol\\_2\\_No\\_1\\_March\\_2014/3.pdf](http://aripd.org/journals/ijgws/Vol_2_No_1_March_2014/3.pdf)

joint management of the house hold and the family clearly promoting equal or joint decision making power.<sup>111</sup>

### **The Criminal Law**

The Revised Criminal Code of the Federal Democratic Republic of Ethiopia is the other major of Ethiopian law that has been recently revised in conformity with the FDRE constitution and includes new and revised provisions that are of pertinent to the protection of women from domestic violence. The Code addresses violence against women in different forms: by expanding the existing vague provision, by introducing new offences, by redefining the elements of these offences, by adding aggravating circumstances and by revising the penalties applicable in cases of violation. Accordingly, the code criminalizes most forms of violence against women and girls including rape, trafficking women, prostitution of another for gain, and early marriage.<sup>112</sup>

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<sup>111</sup> See, the Revised National family code of Ethiopia, Article 50(1)

<sup>112</sup> Ibid

## Chapter Four

### 4. Changes brought to the Socio-Economic lives of Female Employees of YATF

This chapter presents findings of the study along with a descriptive analysis and summary of the qualitative data in relation to the major objective and one of the research questions addressed in the study pertaining to understanding the change women's employment brings to their socio-economic status. The first section of the chapter starts by providing an overview of the socio-economic profile of the study participants (key informants). The following section presents issues pertaining to the different changes brought to day-to-day lives of women after their employment in relation to their socio-economic profile which is one of the major objectives of this study.

#### 4.1. Profile of Key Informants

A total of 20 key informants were interviewed during the study. Of these 17 of the informants were female employees of YATF. While the remaining three informants were the owner of YATF, the head of human resource department and the head of workers union at YATF. The age of participants ranged from 26 to 60. Educational status of the participants ranged from illiterate to degree holders. The economic and socio-economic characteristics of respondents such as age, education, religion, and other characteristics of the respondents are presented in the following table.

No	Name of Informants <sup>113</sup>	Age	Education	Religious Background	Place of Origin	Marital status	Production unit
1	Fatima	27	8 <sup>th</sup>	Muslim	Jimma	Married	Sewing
2	Shewaye	45	9 <sup>th</sup>	Orthodox Christian	Debre Berhan	Married	Sewing/supervisor

<sup>113</sup> The names provided here are pseudonyms.

3	Amelework	48	10+2	Protestant Christian	Bahir Dar	Married	Mechanics
4	Tigist	36	10+2	Orthodox Christian	Addis Ababa	Married	Sewing
5	Neiemma	55	8 <sup>th</sup>	Muslim	Harrar	Married	Knitting
6	Lealena	28	Degree	Protestant Christian	Addis Ababa	Married	Sales
7	Askale	54		Catholic	Dire Dawa	Married	Finishing
8	Kumeshe	26	10 <sup>th</sup>	Orthodox Christian	Desse	Married	Sewing
9	Birtukan	30	8 <sup>th</sup>	Orthodox Christian	Shire	Married	Sewing
10	Kiya	28	10+2	Orthodox Christian	Addis Ababa	Married	Pattern and cutting
11	Zenebe	42	10 <sup>th</sup>	Orthodox Christina	Zewaye	Married	Knitting
12	Almaz	49	6 <sup>th</sup>	Orthodox Christian	Yirgalem	Married	Print/supervisor
13	Netsanet	32	10+2	Protestant Christin	Addis Ababa	Married	Sewing/supervisor
14	Etalemahu	35	4 <sup>th</sup>	Orthodox Christian	Ambo	Married	Store keeper
15	Belayneshe	45	10 <sup>th</sup>	Orthodox	Harrar	Married	Satellite store

				Christian			keeper
16	Tsehay	39	10 <sup>th</sup>	Christian	Addis Ababa	Married	Printing
17	Tayu	60	0		Sodo	Married	Janitor

Table1. Background of Informants

No	Name of Key Informants	Work Positon	Sex
1.	W/o Yirgalem	Chief Executive Officer	Female
2.	Ato. Afewerke	Human Resource Head	Male
3.	Ato. Balecha Guta	Labour union Chairperson	Male

Table2. List of key Informants

As it can be inferred from table 1, most of these informants are originally from different regional states. The above mentioned women currently work at YATF in different production units. 3 of the respondents have worked at YATF for 27 years, 2 of them were in the factory for 26 years, while 15 of them were at the factory for the last three years. It's a common trend for most garment factories to recruit employees through the *kebele* as part of women empowerment activity. Accordingly, most of the informants (11 of them) heard about the vacancy through the social and labor affairs offices in their respective *kebeles*. Six of the respondents heard about this job from relatives and friends. Up on recruitment, the factory provides 2-4 months skill training.

The salary scale at YATF for employees is categorized based on their educational status. 60% of the employees have basic and primary level education and work in the different production plants, in

security (gatekeepers), janitor and store keeping. 20% of the employees are semiprofessionals and the jobs in this category include supervision, pattern specialists, mechanics, product distributors and liaison officers. The education status ranges from High school diploma to advanced diploma in this group. Another 10% of the employees belong to professional group and jobs in this category are sales and marketing officer, accountant, human resource expert, IT professional and etc. All the employees in this group are degree holders. 5% of the employees are experts who are usually foreigners who work under the Knowledge and skill transfer program. Currently, all foreign experts are from Sir lanka. These experts give skills trainings for new employees up on their recruitment and manage the garment production plant. 5% are in administration and management positions.

Academic Status	Salary Range
Basic education	800-1200 birr
Primary level	1000-2000 birr
High school level	1500-2000 birr
Advanced diploma	2000-2500 birr
College diploma	2000-2500 birr
Degree	3000- 4000 birr
MA degree	4000+ birr

Table3. The salary range of employees at YATF

Few of the respondents have been working at the factory for more than 25 years with a minimum wage. The salary adjustment at YATF depends on the company's annual profit as well as the length of stay in the company. It is clear that they have very limited access to information regarding other

job opportunities and they see no hope in updating themselves to compete for other posts. This also has to do with the unpaid household and care work falling disproportionately on women. This unequal distribution of family responsibilities between women and men affects their progress in their work life. Working women are usually consumed between their work place and their home being the primary care takers of their family that they don't have time to network and communicate with other potential hiring companies or factories which most probably pay better.

#### **4.2. Changes brought to Everyday lives of Informants**

Like many African countries, the majority of women in Ethiopia have been denied equal access to education, training and gaining employment opportunities. Women play a vital role in the community by taking care of all social activities. However, they do not enjoy the fruits of their labor and suffer from political, economic, social and cultural marginalization.<sup>114</sup> Not only does such attitude affect the economic growth of the country, it massively affects the wellbeing of women themselves.

Half of the informants who have been interviewed for this research have spent no time without a job and half of them have spent time without a job prior to their employment at YATF. As a result the researcher was able to understand the general and the specific changes that take place in the women's lives up on their employment.

##### **4.2.1. Economic Changes brought to lives of women**

Employment of women is said to bring about a significant change where by women who were once dependent on men have taken control of their own economic fates. Men have traditionally controlled and dominated the financial assets of the family, and have retained the power to make

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<sup>114</sup> FDRE. 2006. Report of the Federal Democratic Republic of Ethiopia on the Implementation of the AU solemn declaration on gender equality in Africa accessed on May 24, 2016  
[http://www.genderismyagenda.com/country\\_reports/states\\_reports\\_eng/ethiopia\\_report.pdf](http://www.genderismyagenda.com/country_reports/states_reports_eng/ethiopia_report.pdf)

financial decisions within the family. Married women who have spent years at home unemployed most certainly depend on their husbands to provide for them and their children. All of the informants have confirmed this explaining their experiences before and after their employment. Fatima is a 27 year old married woman who left her job in Jeddah because she was pregnant. Since Fatima had no family to come home to she jumped in to a relationship hoping to get help. For instance Fatima, age 27 described her experience as follows:-

*Right after I came back from Jeddah I married my husband hoping that he will help me as I had no money. That was the biggest mistake. Instead of looking for something I can do (a job), I looked for such a solution. My desperate situation made me to make such a decision. Before my employment, I was scared. I had no control over anything that happens to me or my son. I was always begging my husband and borrowing money from people because my husband doesn't give me. I was struggling to survive. There were times that we didn't have anything to eat so I had to go and beg on the streets.*

The deep rooted culture of male dominance and bread winner figure in the society has made women reliant on their male partners. It's a very common story to hear about women who marry for the sake of survival and economic benefits. Fatima's story is not any different. She married someone she barely knew so she could have something to eat and a place to sleep.

*"My job has changed my life. I am now able to support myself and my son; at least I can buy "Shiro" and "injera". I don't have to beg my husband to give me money anymore. I am able to buy cloth for my son at least twice a year. Most importantly I can cover my own expenses and I don't have to borrow or beg from my neighbors."*

Fatima's life has changed for the better after her employment as she was able to support her son and herself. She was able to buy food and clothing. She specifically mentions buying "Shiro" and "Injera" modestly implying her economic status. Her case and the account of other 5 informants clearly shows that women are often deprived of such basic needs before their employment. The economic change that took place upon her employment includes the partial fulfillment of her basic needs such as clothing and food. Because she is able to cover her own expenses, she stopped borrowing money from neighbors. This not only gave her a sense of relief but also encouraged her to save money as she does not have debt to pay every time she gets money. She says saving money has created confidence and certainty for her future. Fatima says the fact that she was uncertain about her future made her leave in fear and hopelessness.

Tigist Leahake, reveals some of the specific economic changes that took place upon her employment as:-

*Following my employment, I was able to send my eldest son to a better school. He went to a very bad school because my husband's income was not enough to send our son to a better one. He is now getting better education. My youngest daughter also has sight problems so I was able to take her to the doctors and buy her medicines and an eye glass.*

The response of Tigist tells us that her earning has enabled her to provide good education and health care to her children which would not have been possible without the income she earned as an employee. All of the 17 informants revealed that a great responsibility comes with getting a job not only for immediate family but also for extended family. Netsanet, age 32 explains:-

*Before I started working I was dependent on my parents and they were poor so I definitely was a burden to them. After I started working, I was able to support my family. Even though*

*I was young myself, I became responsible for my younger sisters and brothers. When I first started working at my uncle's café in Adama, I used to send all the money I earn to my family. I covered all school payments for my younger siblings and also medical expenses for my parents. It was all too much. Sometimes after I send everything I wouldn't have any money left for myself.*

Such responsibilities are also common for many women living away from their families. Usually they come alone to the city looking for a job hoping to send money back home to support old age parent and also siblings. The economic change affects such women both negatively and positively as they embark on a new life away from family, the responsibility tends to be overwhelming.

Generally, most of the informants have explained how positively the economic change has affected them after their employment in a way that they were able to be independent and to make their own choices to some extent. On the other hand, some of the informants have experienced challenges related with their employment. In some case their husbands stop supporting them once they know they are getting an income even knowing how much money they are getting. This according to the informants has been difficult on them since their income is not enough to cover all expenses of the household. Kumeshe, age 26 explains this:-

*After I started working my husband completely stopped giving me money to buy food and other things we need in the house. He thinks I have lot of money but I only get 1120 birr a month and I can't pay for all our expenses. Because he is not honest about how much money he earns, he thinks I do the same. I have suffered a lot because of this.*

In relation to this, informants have been asked if they have savings and if their spouses were aware of their savings. Most of the informants said that they have kept their savings a secret fearing that

their spouses might force them to spend it. Kumeshe again explained why she didn't tell her husband about her savings:-

*If my husband knew I was saving some money, it will be a big problem. He is already threatened by the fact that I have a job let alone saving money. I am sure he will never give me a cent if he finds out about my saving. He might even force me to give him all the money I have saved so far.*

As a rule, all employees at YATF are obliged to save money and this is taken from their salary every month. Employees are allowed to take this money out only when they leave their job at YATF or when they have proof that they really need it (medical expenses, weddings...)

From the above discussion, we can understand that the economic change that took place up on the women's employment has affected them positively as it has made them a little less dependent on their male spouses and it has affected some of the informants negatively because of the insecurity and threat their income has created on their husbands. Furthermore, this helps women to lift themselves from poverty and gain more options to improve their lives. Also, such economic empowerment of women enhances their capacity to bring about economic change for themselves and their family members and economic empowerment of women is often viewed as the most important contributing factor to achieving equality between women and men. Furthermore as the findings of the study presented above shows, the increase in household income through women's earnings changes spending in ways that benefit children.

#### **4.2.2. Changes brought to Social lives of Women**

Employment provides women with many benefits, the most obvious of course is financial security, but it also helps them acquire a sense of purpose, identity and connection with their community.

When describing the social changes those informants experienced after their employment they mentioned becoming active members in their community, networking, and being exposed to different outdoor activities and etc.

Lealena, age 28 explains her experience as follows:-

*After I graduated from university, I couldn't find a job for almost a year and a half. I spent most of my time at home. I was really depressed because I felt inept and incompetent all the time. After I found this job, a lot of things changed in my life. I have met a number of good friends at my workplace and I am not so lonely anymore. I am a sales representative so I meet several people through work and I learn a lot every day. The best thing about having this job for me is the exposure to work with experienced people. I learn so much from all the trainings and the meetings I attend here. It's also refreshing to go out of the house. Before I was employed I had no confidence to participate in different societal gatherings. Now I have joined a volunteer team who helps out elderly people. Because I have a job I feel motivated to help others and to become a cause for a change in my community.*

Unemployment clearly has tremendous social costs to both the unemployed and the society as a whole. Besides the financial insecurity, being idle for a long time and not being mentally active has consequences. The feeling of hopelessness is inevitable in a situation like this because human beings by nature want to be in control of their lives and depend on the hope of betterment and growth. Employment certainly provided hope for a better future and development. Fatima, age 27 again revealed:-

*Yes, my life is better now. I have few proper clothing now so I am not ashamed to be seen in public. I even visit my relatives on holidays. My son is not ashamed of me when I pick him*

*up from school. The fact that I go out of the house every day refreshes my mind. Even if my job is very difficult and tiring, I am always happy to go to work.*

Shewaye, age 45 also explains the social changes that took place upon her employment:-

*My employment affected me positively. I am a better person because I have a job. I am confident and responsible. I have learned so much. I have good friends that I met at the factory and we support each other in good and bad times. If it wasn't for my job I wouldn't have met such good friends.*

Self-esteem and confidence are important to a better communication with other members of society. Most informants in the focus group discussion have mentioned meeting good lifelong friends through their new jobs. Informants value the social networks they established and the friendship they have developed with colleagues. Thus, employment is described as granting women some sort of economic independence as well as freedom to make their own choices and sometimes to even flee harmful relationships. It also gives women a sense purpose and autonomy as they are exposed to different social experiences out of the home. As the findings of the study show, the workplace is a place to encounter new ideas and information offering the platform to interact with people. As it has been stated above, the colleagues often hangout together, share information about work opportunities, and form savings groups. Therefore, women's formal employment is important both for their social and economic development.

## Chapter Five

### 5. Impacts of Women's Employment on Intimate partner violence

#### 5.1. Introduction

There are number of academic and policy researches addressing the effect of intimate partner violence on employment of women and their productivity at workplace. Studies have discussed how domestic violence is an obstacle to employment<sup>115</sup> . As it has been presented in chapter two there are opposing accounts on the effect of employment on intimate partner violence. Some scholars like Elissa Braunstein 2008 address the positive impact accenting how much earning an income enhance household decision making power of women. On the other hand Bukky Osunyikanm 2015 also explains how narcissistic arrogance and unhealthy envy of spouse's achievements frequently propel men to attack their partners in different ways.<sup>116</sup>

Women's employment, besides changing their economic status, may enhance their knowledge and understanding about their basic right and protection of their rights since their exposure to the public domain increases upon their employment. This may result in the reduction of violence they experience in their private life as they may be able to negotiate better than they did before their employment. On the other hand, their engagement in public sphere might enhance the degree of domestic intimate partner violence they face at home as they might often spend longer hours out of the house and might not be able to fulfill their traditionally assigned role as care takers. Different factors increase the vulnerability of women to IPV and the violence manifests in forms such as

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<sup>115</sup> Susan Lloyd and Nina Taluc .1999.The Effects of Male Violence on Female Employment. *Violence Against Women* April 1999 vol. 5 no. 4 370-392

<sup>116</sup> Osunyikanmi Bukky 2015. Narcissism, domestic violence and self-actualization "*Nigerian Tribune*" Decembber20. Accessed on June 3, 2016 <http://www.tribuneonlineng.com/narcissism-domestic-violence-and-self-actualisation>

physical abuse, psychological and emotional abuse, and sexual abuse, and economic abuse, social and spiritual abuse. Physical violence includes slapping, throwing objects at a person, pushing or shoving, hitting with a fist or an object, kicking, dragging, beating, choking, burning, using a weapon such as a gun or a knife or threatening.<sup>117</sup> Sexual abuse includes being physically forced by one's spouse or partner to have intercourse, having intercourse out of fear and being forced to do something sexual that one regards as degrading or humiliating.<sup>118</sup> Psychological violence comprises acts such as intimidation, constant belittling and humiliation while isolating a person from their family and friends, monitoring their movements, restricting their access to information or assistance are examples of controlling behaviors.<sup>119</sup> Economic violence consists of acts that threaten partner's economic wellbeing and independence such as controlling of a partner's ownership, access and use of economic resources.<sup>120</sup>

One of the major objectives of this study was to examine how women's employment impacts gender relations and various forms of violations of rights women encounter at home. This chapter presents the findings of the study discussing the relationship between employment and IPV. As a way of discussing the changes I refer to the different forms of Intimate Partner discussed under chapter 2 above. Furthermore, this chapter presents to readers findings of the study pertaining to the awareness of the key informants about their basic rights and GBV/IPV.

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<sup>117</sup>WHO. 2005. *WHO Multi-country Study on Women's Health and Domestic Violence Against Women*, Geneva, Switzerland, World Health Organization,

<sup>118</sup> Ibid

<sup>119</sup> Krug EG et al., 2002.. *World report on violence and health*. Geneva, World Health Organization,

<sup>120</sup> Adreinne E. Adams et al., 2008. "Development of the scale of economic abuse", *Violence Against Women* 14, no. 5 :564

## **5.2. The Impact of Women's Employment on their Awareness about basic rights and GBV/IPV**

As it has been discussed under section 1.2 one of the objectives of this study was to assess the impact of women's employment on their awareness about their basic rights and IPV. Both localized and international surveys indicate that violence against women and girls in Ethiopia is widespread, with regional variations. GBV against Women is a manifestation of the prevailing gender inequality in the country and impairs the enjoyment of women of their fundamental freedoms and human rights. Women's awareness about their basic rights is especially described to be limited in the rural areas because of the lack of proper and consistent human rights education, limited access to media and a wide socio-cultural acceptance of violence as well as the stigma attached to the victims of gender-based violence. Creating awareness incorporates a significant intention of bringing about change in attitude and behavior of a society.

Of the 17 informants I interviewed during the fieldwork 15 of them mentioned that they are aware of their basic rights as a woman. The major points they raised includes how physical abuse (mainly beating and slapping) and economic abuse (limited access and use of resources and income) is considered as a violation of right. They are especially aware of their right to equal treatment at work, in their community and their family. Most informants, during Focus group discussion (FGD) and in-depth interview have explained how they learned about human rights concepts saying media being the main source of information for them. Birtukan, age 30 mentioned:-

*I am from Tigray and our culture has no place for women. We are simply considered objects to be honest. I was always a "man hater" because I saw how my father abused my mother. I have always enjoyed watching TV dramas. I learnt so much from them. I used to say if I am going to marry*

*someone, he has to treat me the way the men treat the women in the movies. I refused to marry many men because they were just like my father.*

For Birtukan, her source of information was movies which reflected decent treatment of women. The impact of constructive entertainment is massive for society because people learn through such positive and persuasive media. This of course is not realistic for all people but has a significant role in terms of creating awareness. Media is one of the most important socializing influences in people's lives. It can both negatively and positively affect the image of women in the media and the ways in which IPV is reported since it contributes to the acceptance of IPV as a norm or as a threat.

This study found out that their main source of knowledge about the rights of women is the different entertainment media outlets. Furthermore during the focus group discussion informants have emphasized the fact that their employment has offered them the platform to discuss with their mates about different themes. Two of the informants have mentioned that they obtained the information from the different forums organized by the government mainly from their respective *kebele's*.

<sup>121</sup>One informant has mentioned socialization being the source of knowledge. Growing up, only few knew about basic rights and IPV.

As a way of addressing the effort being made to provide basic awareness on GBV/IPV, the researcher asked the Human resource head of the factory, Ato. Afewerk Gebre, what measures have been taken by the factory to educate employees and to create awareness about GBV/IPV. Ato Afewerk explained:-

*We always try to empower women and encourage them to succeed in their work. We do this by promoting them to a relatively higher level after giving them trainings (for example, from*

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<sup>121</sup> Shan,D. et al. 2004. The Interplay of News Frames on Cognitive Complexity. Not published. Accessed on May 31,2016. <http://www.blackwell-synergy.com/doi/pdf>

*junior sewing machine operator to knitting expert or to a paint expert...). We also provide bonus payment for women who have shown excellent performance in their work. In terms of creating awareness on gender based violence, we give them orientation on their first day of work at this factory. We tell them their rights and obligations. This includes their rights as female workers in the factory. We tell them to communicate with their immediate supervisor if any one harasses them or mistreats them. Besides this, the labor union educates them about their basic rights in general and GBV and IPV in particular. But very few employees attend these trainings so in recent years there were no trainings regarding women's rights.*

The company is consistent in providing employees basic skills trainings and advanced trainings to increase the quality of production. It's typical for business companies to be focused on maximizing profit with less cost. YATF trains amateurs before hiring them as a requirement for recruitment in order to avoid paying a larger amount of salary to already trained professionals. Therefore, the basic intention here is to maximize profit. While it's appropriate to encourage hard working employees with incentives (giving bonus), the absence of timely salary adjustments also discourage employees to do their best in their jobs. The study found that employee's salary raise is very rare and is not consistent. Even though issues of rights are on its priority list, the company lacks serious commitment in facilitating gender related activities which are key to create awareness.

Furthermore, to better address the attempts to create awareness in the factory the same question has been posed to the labour union Chairman Ato. Balecha Guta.

*The labour Union was established in 1984(EC) in accordance with the international labour law (ILO) besides handling all of the negotiations for their work hours, benefits, working conditions, and terms of termination, we make effort to educate employees about their rights and obligations in general. We interfere in situations where a woman is sexually harassed*

*by a male employee. This has happened before and we have taken immediate measure on the employee. We have never held a separate meeting to educate women employees about GBV/IPV but we have tried to address the issue before. But very few employees come to our meetings and we haven't done that in a while now.*

As the findings of this study show, the company does not make much effort to create awareness about GBV against women. This can best be inferred from the fact that the factory does not have a gender office or any focal person in charge of attending to the needs to the 90% female employees of the company. Taking in to account, the number of women working in the factory, the researcher believes that it would have been appropriate to have an active gender office that works on gender related matters such as GBV. It appears that there is neither a gender office nor a body that helps women facing GBV in general and IPV. The role of gender office in any organization, company or an institution is to work on enhancing and supporting gender equality by sensitizing gender equality among all employees. It is important to create an environment where no gender stereotype exists and where all females are fairly represented in all areas of the factory's businesses. Mainstreaming gender in the work process, would promote different gender-related activities such as Rights awareness trainings.

Even though some informants were aware of their rights, they explained that they refrain from doing anything to stop their abusive spouses. Tsehay, age 39 tells her story as:-

*My husband makes all the decisions in our family. He never respects my interests and always dominates my wishes. Sometimes he doesn't even tell me when he makes big decisions. For example one time he sold the land he inherited from his father in his home town (Indebere) and never told me about it. I found out from his relatives. When I tried to confront him he told me I had no right to talk to him about a land that his father gave him. I*

*knew I had equal rights as him to make decisions on important matters like selling property but it was too late.*

In the focus group discussion, all the participants agreed that trying to confront husbands would only cause more problems and that it cannot be a solution. One woman accented this point saying:-

*The more you challenge a man, the more arrogant he becomes. Men by nature want to be begged yes that's what they want. They want everything to be on their own terms and if someone else dictates them that's a problem.*

Being aware of rights sometimes does not necessarily translate to standing for it. Even knowing that they have the perfect right to defend themselves from any form of IPV, some informants lack assertiveness to act in a way to stop the violence they face. One of the main reasons why these women are not assertive has to do with roles associated with non-assertive behavior, for example low status work roles or the traditional role of women. Stereotypically, women are seen as passive, while men are expected to be more aggressive.<sup>122</sup> In the last quotation, the FGD participant explains why it's better not to confront husbands when they make mistakes so they won't become more arrogant. This reflects on the deep rooted gender biased norms that keep pressuring women to conform to the roles that are placed upon them.

In some cases women might not be aware of certain rights they possess in their marriage. This is why society needs to be informed about the law and legal aid services should be widespread. Unfamiliarity with the law definitely costs women their resources and their energy. Almaz, age 49 tells her story:-

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<sup>122</sup> Williams, Chris J. 2000. *Being Assertive*. Leeds, UK: University of Leeds Innovations Ltd (ULIS)

*I was aware of some of my rights. I knew I could report him to the police when he attacks me and beats me up. My husband is very violent and abusive both to me and my children. He usually comes home drunk. I have thought about leaving him but he always threatens to take the two bedroom condominium house we both payed for together if I attempted to leave him. He tells me he knows powerful people who can easily help him to get the house if we get divorced. I stayed with him not to lose that condominium house. But I learned from one of my supervisor/ friend that he can't legally do that unless he is corrupted. And as long as we are married and we contributed to buy the property together, he has no right to make it his own.*

The experience and knowledge gained by participating in socioeconomic activities, in some cases is not enough to create a good level of awareness because even those employed women who are believed to be in a better position tend to be uninformed about their rights. Alamz contributed to the payment of her condominium house equally with her husband but was unaware that she owns the house as much as her husband does. Because of this reason she stayed in an abusive relationship for many years.

Tayu, age 60, expressed her experience as:-

*I have heard about women's right from different places but never really felt they were for me because I had been suppressed all my life so I thought I was too old to even think about my rights. But one time there was conflict with my husband and he beat me up severely. I went to the police station and reported. While I was there, a woman approached me (I don't know what her job is) and after she comforted me she told me in detail about domestic violence. She also told me the laws and what the punishments are. It was not new information to me but she inspired me to fight for my rights as a woman.*

This woman lived all her life under severe oppression and abuse that it has become a normal way of life for her. And now that she is older she doesn't see the need to fight for her rights. Being aware of rights does not only mean knowing about them but also comprises being conscious and readiness to respond.

This study found out that some informants' has only partial knowledge about IPV. It's understandable that many people think that physical abuse is the only kind of abuse as it's the most noticeable. This appears to be the case for few informants of this study. Askale, age 54 explains:-

*My husband is not a bad person. He is usually quiet but when he is drunk, he is a little violent. He doesn't beat me up but he throws whatever he finds around him at me and the children. He curses and insults me when he is angry. But He is good man; he only does this when he is angry.*

This shows the existing gap of awareness on IPV and the different ways of its manifestation. As it can be inferred from the quotation above, IPV is not considered as violence as long as it does not involve physical violence which is only one form of the IPV discussed under chapter 2. Even though being drunk might contribute to IPV provoking aggressive and violent male behavior towards women, it cannot be an excuse to the occasional times men display violence. This makes it easy for a drunken man to blame his misbehavior on the drink he took.

To sum up, there is no responsible organ in YATF in charge of working on GBV/IPV. The information and awareness women have about the issue is not something impacted by their employment but rather the basic information they have are mostly obtained from the media and their social networks. The intensive and continuous trainings offered by YATF often focuses on skills training which mainly targets the maximization of profit. The legal awareness informants

have is limited in the sense that some forms of IPV are considered to be normal and healthy behaviors that do not qualify to be labelled as GBV.

### **5.3. Impacts of women employment on the degree of domestic intimate partner violence**

In order to prevent and address a social problem like domestic IPV, it is necessary to understand its causes.<sup>123</sup> Researchers from different parts of the world have attempted to come up with different ideas to explain the causes of domestic violence. Mental instability and personality disorder, addiction to alcohol and drugs, severe poverty and extreme jealousy are some of the commonly addressed causes of IPV.<sup>124</sup> Unemployment of victims is also recognized as a cause of intimate partner violence by different researchers. However, according to the findings of this study employment appears to be a factor for both enhancing and diminishing IPV. Women employment has its own contribution to IPV.

More than half of the informants of this study(8/17) revealed that employment has been a reason for the violence they face at home by their husbands and half of them said that because of their employment, the violence they face from their husbands have diminished.

Informants have been asked to share their experience of intimate partner violence; their roles in the family, decision making power, husband's attitude towards the job and if their employment impacts the degree of intimate partner violence they face at home. Birtukan, age 30 says explaining the roles she has in her home:-

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<sup>123</sup> WHO. 2010. Preventing intimate partner and sexual violence against women: taking action and generating evidence, Geneva, World Health Organization

<sup>124</sup> Ibid

*My husband is a good man. We respect and support each other. After I started working at this factory I don't work at home like I used to. When I come home I just want to rest and spend time with my family but you know how the maids are, I am always not satisfied with how the maid does things so I help her. My husband doesn't like to cook or do any kind of house chores, I don't expect him to. He comes home very tired so he just wants to rest. He cleans the compound and takes care of the garden when he is at home. When I work over time, he also takes care of our son.*

In some cases, the roles women have in their homes change up on their employment as they spend more hours out of the house. If their husbands are considerate enough to let them be, women can be productive both at home and their work place. However, most women are also burdened with domestic responsibility and work more and longer each day than men that it becomes unacceptable when they spend more hours outside of the home. This attitude might result in preventing the woman from working outside the home and from earning an independent income. kiya, age 28 says:-

*My husband hates my job because I leave the house almost every day in the morning and come back in the evening except Sunday. He has tried to stop me from going to work several times. All he wants from me is to stay home all day and never leave the house. His mother has asked me to stop working and to be a house wife. My husband blames me for everything that goes wrong in the house. He says it's because I am not around as much as I should be.*

In line with the data obtained from the in-depth interviews, informants in the FGDs also accented the equal rights women started to have after their employment in household decision making. As the findings of this study show women's employment undoubtedly strengthens women's rights enabling them to have control in their lives and exert influence in their family and their community. However, this doesn't necessarily mean being employed automatically grants knowledge on rights

and also translates to protection of rights but the experiences gained as a result of the exposure to the public domain, raises a woman's self-esteem, thereby providing her with bargaining strength with issues pertaining to her rights including GBV/IPV. In this regard Zeneb age 42 expressed her experience:

*I was a house wife for a very long time before I started working. I was dependent on my husband because I had no source of income. My husband bought the things we need himself. I was restricted to spend money on the things that were important to me at the time. He decided on what we need in the house and purchased it himself. I use to feel like his child not his wife because I had no say in the house and my opinion was not valued. After my last child started going to school I decided to find a job. I was hired as a store keeper in this factory and when I told my husband he was very negative about it. After I started working, I stopped asking my husband for money and I started buying things for myself and my children. I became more confident and found the boldness to make decisions on my own without asking my husband's permission. This created a lot of conflict at first. But I was determined to keep my job. Now I am as powerful as my husband not because my income is as good as his but because I am able to make financial decisions equally with my husband..*

On the other hand, some informants have stated that their experience is exactly the opposite. Neiemma, age 55 described her experience:

*My husband looks down on me because of my job. He thinks it's a degrading job. I don't understand how sewing is degrading. He always makes comments like "your salary is good, it can buy 2 breads", "if Neiemma meets someone in a taxi on her way home from work on the day she took her salary, and if she paid for two she won't have anything left. Even though my salary is not much, it is enough for me but because he thinks of it as nothing in his mind he is the only provider*

*for our family. So he does not involve me in any of the decision he makes. He has no respect for me and if I was to confront him, he would be violent.*

Extreme jealousy and narcissistic behavior of some husbands has made them reject their wives employment. It's one of the major findings of this study that such behavior is a factor of intimate partner violence. Narcissistic arrogance, lack of empathy and unhealthy envy of their spouse's achievements frequently propel some men to attack their victims both physically and psychologically causing the victim to lose her self-confidence. Belaynehse, age 45 said:

*My husband is a jealous person. Every day when I get ready to go to work, he insults me and sometimes looks for reasons to stop me from going. He gets angry when I comb my hair and when I wear decent close. He always tells me I don't look like I am going to work. When I work over time, if he comes home earlier, he beats me up and threatens to kick me out of his house.*

In a patriarchal culture, where men are dominant and women are not treated fairly and equally for so many years, it's not surprising to have men who are egotistical and who are not empathetic towards their female counterparts. As a ways of understanding the central idea of this study, informants have been asked if their employment impact the degree of intimate partner violence they face at home. Amelework, age 48 responded:

*My employment has protected me from my husband. Because I spend most of my time at the factory, I don't have time to even get in a fight with him. And I am not like before; I have started to confront him about his drinking problems and his life style.*

Etalemahu, age 35 explained:

*My husband is a violent man and that is the major problem. But, many times he has used my job as an excuse for his anger and has abused me. When I come home late from work, since my husband is already sensitive about it, everything I do irritates him so he easily gets angry and he gets violent when he is angry. He always mistreats me when I work night shifts. He accuses me of going somewhere else.*

The majority of women are abused by their partners several times. This situation is due to their husbands' strong adherence to traditional attitudes favoring dominant and subordinate relations between husbands and wives. It is evident that patriarchal mentality is a key factor supporting sustained violence in the home. Since our culture tolerates violence in the home and since its believed issues related to couples should be solved in secret, many women leave in absolute suffering at home feeling ashamed to tell anyone and to seek help.

As the findings of this study attest, employment undoubtedly has made the informants economically less dependent and this in turn has made them confident, self-reliant and created a sense of autonomy. Therefore, it can be argued that employment changes gender inequality and reduce the level of violence against women. This means when married woman are formally employed, their bargaining strength is enhanced and they become more exposed to the potential sources of information such as peer groups, trainings and discussions as they go out to the public space. In addition, the research findings confirm that women's decision making power in the household is better when women have jobs.

In general, employment both positively and negatively impacts the degree of IPV married women face at home. As the above analysis indicates, all the informants have confirmed that employment

provides stability and security and creates confidence enhancing decision making power as well as bargaining ability in the household. The findings also show that employment in some cases add to and becomes a reason for the occurrence of IPV and in other cases, it diminishes IPV.

## **Conclusion**

The research focused on exploring whether the experience and knowledge gained through women's engagement in formal employment reduces or enhances the degree of domestic intimate partner violence they face at home. The study also aimed at understanding if there is a positive correlation between female employment and their bargaining strength with issues pertaining to gender based violence at household level and beyond. Furthermore, as it has been addressed in the thesis, the study assessed the various existing international and national legal instruments protecting women from IPV and if employment of women enhances their awareness about IPV and their rights.

Regarding the changes that are brought to the day to day lives of women, most women have experienced both economic change and social change. The economic changes include being able to provide basic supplies for their family and also being able to have savings. For most women, saving creates a sense of security and hope to flee abusive marriages. Some of the social changes that many spoke of during interviews and discussions include establishing a social network like "*Mahiber*" and meeting long life friends who support each other in good and bad times, exposure to positive work environment, increased involvement in community and etc. Although the factory jobs are described as being physically demanding poorly paid, the study found out that such works expanded women's autonomy and increased their opportunities to participate in public life. Moreover, women's employment affects the societal view about the acceptability of women in the public space and their right to access public institutions.

This study found out that women's economic participation is fundamental in consolidating women's rights and enabling them to have control over their lives. Economic independence undoubtedly gives women the courage to demand their basic rights as well as participate in decision making process of their household. It has been shown; therefore, that economic independence

reduces the level of economic abuse a woman faces in her marriage. Women who depend on their spouse's income clearly have minimum control over spending decisions as the use and availability of money would be highly dominated by the man. This includes refusing to give her money for basic household necessities.

According to the findings of the study, it can be concluded that, women's employment ensures better family welfare as women are enabled to provide for their family. In discussions with informants, many spoke their own experience of how their spending capacity has grown and how they have been able to afford basic necessities such as food and clothing for their children as well as themselves. Besides raising the family income, women's employment enhances their bargaining power. Accordingly, women who have income evidently have better ability to exert influence over their spouse in negotiation. As the findings of the study disclose, one of the major changes women experience after being employed is, increased self-esteem and confidence leading to their improved bargaining skills and power regarding domestic IPV and other household matters. The study also finds that women who have higher bargaining power, have lower probability of being abused by an intimate partner.

As it can be inferred from the case materials presented in this thesis their employment often translates into investment in children's education, health and nutrition. This too reflects on the nexus between women's bargaining power and child welfare. Trends in developing economies worldwide suggest that as relative female intra-household bargaining power improves, consumption preferences favor basic needs which promote child welfare.<sup>125</sup> World bank 2011, also declared

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<sup>125</sup> Ellie Schmidt. 2012. *The Effect of Women's Intra-household Bargaining Power on Child Health Outcomes in Bangladesh*. Colgate University. Bangladesh

increasing the share of household income controlled by women, either through their own earnings or cash transfers, changes spending in ways that benefit children.<sup>126</sup>

This study agrees to Richard M. Tolman and, Hui Chen Wang 2005 discussion that domestic violence interferes with and affects women's ability to work resulting potential poorer economic outcomes<sup>127</sup>. The findings of the study indicate that women have been economically insecure before they started working because of their husbands' unwillingness to let them work. A significant amount of women have stopped working at YATF because of the severe intimate partner violence.

The various existing regional and national legal frameworks regarding IPV are adequate to promote and protect the rights of women. Nonetheless; the implementation of these laws is very poor and needs improvement. The rights of women to equal power in household decision making, equal access to job opportunities and equal pay and protection from any gender related discrimination are among the many rights that need to be given much attention to further improve their implementation.

Concerning basic rights awareness and IPV, findings of the study have indicated that women's source of information about GBV and IPV are mainly the media outlets and from social interactions with mates. Even though most of the women state that they are aware and have adequate knowledge about their basic rights and IPV, the findings of the study show that most women consider physical violence as the only form of violence and have very limited understanding about the rest of the

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<sup>126</sup> The World Bank .2011 .“World Development Report 2012: Gender Equality and Development” The International Bank for Reconstruction and Development: Washington, D.C., 2011.

<sup>127</sup> Richard M. Tolman\_ and , Hui Chen Wang 2005. Domestic Violence and Women's Employment: Fixed Effects Models of Three Waves of Women's Employment study data American Journal of Community Psychology September, Volume 36, Issue 1, pp 147-158

forms that IPV manifests. This lack of awareness reflects on the company's weakness and poor effort in terms of educating and creating awareness about IPV and other gender related issues. This has to do with the absence of a gender office in the company especially assigned to promote gender equality and protect women from violence.

To sum up, the findings of the study show that employment changes gender in/equality and both reduce and enhances the level of violence against women. Employment in some circumstances is becomes a reason for constant conflict and violence in some marriages as the women spend more hours out of the home and for others it has been a way out and an escape from abusive relationships. Even when they ae in the same marriage and relationship, it has given some others the power to defend themselves and to seek intervention. Hence by going beyond hasty generalizations on the one way effect of employment in enhancing or protecting IPV, studies need to pay attention to the diversities.

### **Recommendations**

- Based on the findings of the study, it is recommended that YATF should have a responsible organ in place, in charge of gender related themes such as gender equality, GBV, IPV and etc. to further achieve women's empowerment. Having this separate body helps create a strong support system for women employees especially victims of IPV as it builds a safe zone where they can communicate their problems and seek help. It also facilitates gender specific activities such as awareness creating events.
- It's very essential to provide women employees' trainings and to create the platform for frequent dialogue on issues pertaining to GBV/IPV and general rights awareness creation initiatives. Trainings and dialogues serve a great purpose in terms of educating women

about their basic rights in detail to avoid partial knowledge and understanding about important matters such as IPV. Facilitating these frequent dialogues and discussion forums is also beneficial to women because it's only natural for a victim to think what she is going through is normal given the trends of society and wrong perceptions about handling conflicts in marriage life.

- Based on the findings of the study, one of the major sources of information women learn about basic human rights concepts is media. Therefore, it's recommended that women's human rights activists use the different media outlets to create awareness. Producing movies and music videos that have strong messages about basic rights and other gender related issues such as IPV.
- On the government's side, the need to have working relationship with different private manufacturing firms and establishing collaboration on rights awareness creation is important. This is because most private manufacturing companies are focused on maximizing profit by maximizing production that they tend to ignore important matters as gender issues. This is especially important for garment factories who are highly dominated by women employees.
- Much emphasis should be given to the application of laws and policies so as to enforce women's rights by seriously penalizing individuals who trespass against these laws. There is a need to work hard to accomplish proper implementation of existing legal frameworks in order to attain the promotion and protection of women's rights.

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## **Annex 1: Interview Guide for married women at YATF**

### Background Information (Profile of Informants)

- Name
- Age
- Address
- Marital status
- What is the highest level of education you have attained?
- Do you have children? If yes how many? And how old are they?

### Previous Employment History

- Did you have any work experience before joining YATF? If yes what kind of work experiences did you have? And for how long? How much were you earning in your previous jobs?
- How many hours in total were you spending on these jobs in a week?
- Why did you decide to leave the job?
- Was your husband or partner happy about your work? If not why? And how did he express his disinterest?
- Does your decision have anything to do with your husbands or partners disinterest in the job you were doing? If yes please explain further!

### Current Employment

- How long have you been working in this garment factory?
- How did you hear about the job?

- What made you to decide for being employed at the factory
- What position do you have (in which production unit are you working?)
- How many hours do you spend at the factory every day?
- Explain your average day (Daily routine) before your employment at the factory?
- What are the major changes your employment brought to your everyday life? Explain how you spend your time after your employment?
- What are the specific changes that took place upon your employment?
- How would you explain your life before your employment?
- How would you explain your life after your employment?
- Have these changes affected you positively? If yes in what aspects?
- How much do you earn?
- Do you work overtime? If yes how often?
- IV- Employment and GBV
- Have the roles you have in your home changed after your employment?
- Does your husband make all the decisions at home? Or do you sometimes make decisions?
- If yes.....How often?
- Is your husband employed?
- If yes.....Which one of you get better Salary?
- Are your family members happy about your job? If yes what do they like about it?
- How about your partner or husband?
- What is it that your partner or husband like or does not like about your current job?
- How does their employment impact the degree of GBV they face at home?

- Have you ever experienced abuse from a family member in your home? If yes please specify
- If married....Have you ever been abused by your husband?
- If yes.....How often?
- Do you think that your employment is the major cause of the violence you experience at home?
- Do you think about leaving or divorcing your husband?
- Have you tried to seek justice? Have you ever reported your case to the police?
- How does women employment change gender in/equality and reduce the level of violence against women?
- Do you think your employment has changed your marital power relation at home?
- . If yes.....How?
- Do you think your husband respects you more now that you are employed? If yes how is that expressed on daily bases?
- . Do you have personal savings?
- Do you think your husband feels threatened because you have savings?

## **Annex 2. Interview Guide for YATF Management**

- Name:
- What's your role in the factory?
- How long have you been working in this factory?
- Can you tell me a bit about the history of this factory?
- Who are the owners and was there a structural shift in ownership since its establishment?
- Please tell me about the structural organization of the factory
- What are the different departments(units)
- How many employees are there?
- Gender disaggregated data on the number of employees? In the different departments( here make sure that you get the number of employees for each unit/department and also a gender differentiated data)
- educational status of their employees
- Is there workers union? If yes tell me about its history and its structure
- If yes, what' is the role of the union in terms of advancing employees lives?

## Questions for Human Resource head

- How does the company recruit employees?( means of advertisement of vacancies)
- What are the criteria in place for their different positions at the factory?
- Do you give priority to women in any way? If yes how?
- Does the company offer women any rights awareness trainings?
- How often? (Or have they offered one so far if yes when and what was the training about?  
Who gave it? )
- What other training/programs does the company provide women employees?
- Does the company have a gender office? If yes what are the mandates of this office? When was it established?
- In what ways does the company embrace gender equality between fellow workers?
- Why is the number of female employees higher than male employees?

### **Annex 3: Questions for Focus Group Discussion**

- How do you find the work environment? What do you like about your job?
- What are the changes your employment brought to your everyday life?
- What do you know about human rights and women's rights?
- Where and how did you learn about this?
- As women, what are the challenges you face at this factory?
- How often do you attend trainings at the factory?
- Do you find these trainings informative and helpful?
- Who gives the trainings?
- How does your employment impact the relationship you have with your husbands? Does it enhance or reduce the conflict and challenges you face at home?
- What do you think about the workers union? How do you benefit from it?