

Assessment of the Abuse of Ethiopian Women Migrant Workers in Saudi Arabia

**ADDIS ABABA UNIVERSITY COLLEGE OF SOCIAL SCIENCE
CENTER FOR AFRICAN AND ORIENTAL STUDIES**

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May, 2016

Assessment of the Abuse of Ethiopian Women Migrant Workers in Saudi Arabia

By

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A Thesis Submitted to the College of Social Science Center for African and Oriental Studies in Partial Fulfillment of the Requirements for the Degree of Masters of Arts (MA) in Middle Eastern Studies

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Chair of Department Head

Acknowledgement

Thank you all family, friends, and relatives for all the support you rendered during the two years program. FDRE Ministry of Foreign Affairs deserves special thanks for generously financing my tuition fees.

I would also like to thank my advisor Dr. Dechasa Abebe for their constructive and encouraging comments while writing this Master's thesis.

Finally, above all, I would like to thank God, the author of my life, for incorporating this incredible two years in my life.

Thank You All.

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Abstract

Women migrant workers claim a significant component of the labor force in the Arab labor market. Over the past few years, the Plight of migrant workers has been reported in the Gulf due to the persistent exploitation and abuse of their rights.

The purpose of this study is to highlight the sources of the predicaments Ethiopian Women migrant workers are facing in the Kingdom of Saudi Arabia. These problems include; forced long working hours of up to 20 hours a day; seven days a week, unpaid wages and salaries, physical violence, rape, crime and other forms of exploitation. The international division of labor proposes that the reproduction activities have been progressively commodity in the context of the global market economy. As such our study uses in depth interviews and questionnaires to investigate and enumerate the root causes that contributing the abuse of Ethiopian women migrant workers in Saudi Arabia.

The scope of this thesis is limited to women Saudi returnees who are engaged in small scale enterprises through Addis Ababa Bureau of Labor and Social Affairs those returnee workers who use both illegal and legal means of recruitment process through PEAs. In addition, the approach of this study is narrowed down to focusing on abuse, exploitation, trends and practices of migrant workers in the Gulf Countries, particularly in Saudi Arabia. The themes of the result from interviews and questioner are discussed with relevant theoretical explanations provided in the research study.

List of Acronyms

| | |
|-------|---------------------------------------|
| GoE | Government of Ethiopia |
| ILO | International Labour Organization |
| ITUC | International Trade Union Corporation |
| MoFA | Ministry of Foreign Affairs |
| MoLSA | Ministry of Labour and Social Affairs |
| NLC | National labour committee |
| UAE | United Arab Emirate |
| UN | United Nations |
| UNDP | United Nations Development Program |

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CHAPTER ONE

1.1 Background of the Study

Migrant workers comprise a large part of the foreign workforce in Arab States, and are among the most vulnerable groups in the region. According to the ILO (2011) report one third of the Arab world estimated to have 22 million migrant workers most of them are women engaged in domestic work. Most of these come from Asia and Africa, mainly Sri Lanka, the Philippines, Bangladesh, Nepal, Indonesia and Ethiopia, (ILO, 2011).

According to the information gathered from the Ministry of Labour and Social Affairs, (MoLSA, 2013), Saudi Arabia has become the primary destination of Ethiopian domestic workers, followed by Bahrain and the United Arab Emirates. In general, estimates indicate that over 480,072 Ethiopian migrant domestic workers are believed to be working in countries of the Middle East, and 380,076 of them work in Saudi Arabia, (MoLSA, 2013).

The profile of Ethiopian women migrants in the Middle East during 2008 - 2013 depicts that 93 percent of them were female belonging to the age group ranging from 20 to 30 years of age. The information from MoLSA, 2013 also reveals that 100 percent of these women migrated for serving as domestic worker in private households. On the other hand, the profile of Ethiopian women migrants in 2013 (until October) alone depicts that 98 percent of them were females belonging to the age group ranging from 20 to 30 years old and 100 percent of these women migrated for the purpose of serving as domestic workers in private households (MoLSA, 2014).

Ethiopian women go to Arab countries especially Saudi Arabia because of different reasons. The demands for cheap labor, better job opportunity, attractive salary and using the nation as a bridge to cross to third countries are some of the reasons, (ILO, 2012). The women are motivated to travel to the Gulf States as migrant laborers due to lack of employment in Ethiopia, their

expectation of good pay and working conditions, the success stories of some women returnees, and the lobbying of brokers, (Abebaw, 2012).

Whether they use the legal or illegal means to migrate, most of them serve as domestic workers. In the process they face different abuses like preventing communication with families, obliged to work for long hours, labor exploitation, denying annual leave and food, sexual harassment, rape and torture, (ILO, 2012).

If we look their educational background, most of them are at the primary level. According to MoLSA, 2013 statistics, among 17,393 women who went to Arab countries in 2009, 9525 were at the primary level. Those who completed secondary levels were 1689 and college complete were only 109, (MoLSA, 2013).

We can look the statistics of the following year too. Among 77,565 Ethiopian women who went to Arab countries from July 2012 up to December 2012, 49,097 were at the primary level. Those who completed secondary level are 4,418. The number of women who attended college education was 132.

Lack of awareness of cultural and religious differences also contributes to the creation of tensions between Ethiopian women domestic worker and their Employers, (ILO, 2011). In fact MoLSA gives a half day pre- departure skill orientation. The orientation includes about the duties and rights of the women. The trainer also tells the women about cleaning, the culture, language and situation of the Arab countries. According to the data obtained from the MoLSA (2013) statistics on the average from 800 up to 1200 women would attend pre- departure skill training every day.

1.2 Statement of the Problem

Reports of abuse of Ethiopian migrant women working as house worker in Middle East countries have increased in frequency. Many Ethiopian women working in domestic service in the Middle East face severe abuses (Trafficking in person report of US department of States, 2012). The report cites a literary of violations including physical and sexual assault, denial of salary, sleep deprivation, withholding of passports, confinement and murder.

Statistics also indicated that as most Ethiopian women engaged in activities like cleaning and house workers (MoLSA, 2013). Most Ethiopian women who work in Arab countries cannot communicate with their employers because lack of English or Arabic language skills. Lack of awareness of culture and religious difference also contributes to the creation of tensions between Ethiopian women and their employers (ILO, 2012).

All those factors that belong to the employee should be examined and addressed properly. Employers have their own part for the conflict that arises with employees. Ethiopian women behaviors that may contribute to the abuse inflicted against them has not been well studied in previous research undertakings. Hence, this study is an attempt to fill this gap and contribute to the existing knowledge in this area.

1.4 Research Questions

1. What are the causes that contribute for the abuse of Ethiopian women migrant workers who are worked in Saudi Arabia?
2. Do Ethiopian women migrant workers who are worked in Saudi Arabia have a role for the abuse?

3. How do Ethiopian women migrant workers differ or resemble from women of other countries in facing abuses?
4. What should be done to reduce the problem?

1.4 Objective of the Study

The general objective of the study was, therefore, to explore causes that contribute to the abuse of Ethiopian migrant workers working in Saudi Arabia. Specifically, the thesis will address the following specific objectives:

- To assess the causes for Ethiopian women migrant workers facing challenges in Saudi Arabia
- To analyze the necessary solution to reduce the problem or any corrective method that would help to minimize the problem and the challenge that the women faced.

1.5 Significance of the Study

The study is believed to be significant to minimizing the problem and the challenge related to the abuse of Ethiopian women migrant workers working in Saudi Arabia. The information gained from the Ethiopian women migrant workers who worked in Saudi Arabia would benefit those who have a plan to go to this country, because:-

1. Knowing about causes of abuse, they will take the necessary measures to protect themselves.
2. The information gained would also help the society to deal with these social problems those Ethiopian women migrant workers are facing.
3. The result and the relevant information gathered from the study would also help those responsible bodies, policy makers and other higher officials at different levels to design

appropriate strategies and measures to prevent and manage the occurrence of abuse of Ethiopian women migrant workers working in Saudi Arabia.

4. The study will stimulate sociopolitical interventions required to address the problem and can inspire others who are interested in the area to make further research. Generally speaking the study has a significant contribution to the improvement of the situation.

1.6 Delimitation of the Study

Ethiopian women migrate through illegal and legal trajectories to different Middle East countries. The scope of this research study is limited to those women migrant workers who are working in Saudi Arabia. In addition, the scope of this study is narrowed to focusing on migration to the Gulf Countries, particularly Saudi Arabia where the majority of the migrant workers migrate in search of work and better living conditions. The study doesn't include labour migrants who are working in Saudi Arabia successful on their journey.

1.7 Limitation of the Study

There is no adequate research material with regard to the employee's behavior for the abuse of Ethiopian women migrant workers who working in Saudi Arabia. Specifically the problem of accessing adequate documents on the characteristics of the employee as factors for abuse is the main limitation the researcher encountered. Shortage of money was also a reason forced the researcher to limit the scope of the study.

1.8 Organization of the study

This study has five chapters. The first chapter gives an overview of the background, statement of the problem, research questions, research objectives, limitations and delimitations, significance of the study and operational definitions of terms. The second chapter deals with reviews of related literature. The third chapter focuses on the research methodology of the study. The result

and discussion are covered in chapter four. The final chapter presents summary, conclusions and recommendations.

CHAPTER TWO

2. Review of Literature

2.1 Definition

2.1.1 Woman Abuse

Many terms have been used to describe the abuse of women within relationships, including wife abuse, wife assault, wife battering, spouse abuse, partner abuse and home abuse. Recently, activists in regard to this have begun to use the more inclusive term woman abuse or woman beating, (Suderman, 1991).

Some authors use the term woman abuse to refer to various forms of violence against women, including wife abuse, premarital woman abuse, rape and sexual assault, (Lina1998).The term intimate partner violence has also been used, (Valente, 2000).

Some terms do not specify whether the abuser is a man or a woman. In fact, although a woman may be abused by another woman, it is generally accepted by front-line workers that she is most likely to be abused by a man, (Lina, 1998).

A woman may be at risk of abuse at virtually any point in her life from childhood to old age. Girl children who are abused or who witness abuse against their mothers may be particularly vulnerable to being abused as they grow into young women, (Suderman, 1991).

Women who are in their childbearing years may experience abuse that is linked to, and may have consequences for, their reproductive health. As women grow older, they may continue to be abused, either in their homes or in other residential settings, (Valente, 2000).

Women who are abused may experience more than one type of aggression. Typically, abusive partners attempt to dominate and control by engaging in actions that threaten or harm a woman's physical and emotional wellbeing sexuality, social life, parenting ability, financial situation, possessions or spiritual life, (Suderman, 1991).

2.1.2 Exploitation

According to a definition given by ILO (2011); *Exploitation of a victim ranges from forced labour to sexual exploitation and prostitution to body organ removal.*

Exploitation, according to the US Department of State report (2012), lies at the core of modern day slavery. Women domestic workers are primary victims of all kinds of exploitations that would inflict physical and psychological harm on them.

2.1.3 Migrant worker

A person, who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a national, (United Nations, 1990, p. 262).

2.2 Theoretical Frame Work of the Study

Every research is expected to reflect particular paradigms, stance and philosophical assumptions. Particularly if the research involves issues of power, class and relationship using a theoretical lens or stance is very important, (Creswell, 2009). Based on this assumption the following theoretical frame is used for this study.

2.2.1 Theories of Domestic Abuse

There are many different theories as to the causes of domestic abuse. These include psychological theories, social learning theory, instinct theories, and biological theories.

2.2.1.1 Psychological Theories

This theory focused on personality traits and mental characteristics of the abuser. According to this theory, characteristics associated with individuals who abuse others include low self-esteem, isolation from social support, a manipulative nature, and a desire for power and control, (Baron and Byrne, 2004). Such kind of people are likely unwilling to take responsibility for their action in most cases and have extreme feelings of jealousy and possessiveness, be overly dependent on the victim, and/or have certain mental or psychological disorders, (Akers,1997).

The central idea of this psychological theory is power and control. In some relationships, abuse arises out of a perceived need for power and control. In this case the abuser may use violence as a strategy to gain power and control over the victim, (Baron and Byrne, 2004).

No longer are women staying home and tending to the house while men go out and work. In fact, a lot of women have taken over jobs that were previously held by men. This has brought about a power struggle between people which often leads to domestic disputes and abuse. Some men with traditional attitude still think that they have the right to control women, and those women are not equal to men, while women on the other hand, are competing for power and control, (Walter, 1991).

Stress may be increased with increased pressures. Social stresses, because of inadequate finances or other such problems in a family may further increase tensions, (Yasmin, 2000).

Some speculate that poverty may hinder a man's ability to live up to his idea of "successful manhood", thus he doesn't want to lose honor and respect. As a result of this he may turn to abuse as ways to express manliness, (Sharon, 2000).

2.2.1.2 Social Learning Theory

This theory says that people learn after observing and imitating others' behavior. The behavior continues with positive reinforcement. If one observes violent behavior, he is more likely to copy it. If there are no negative consequences (e.g. victim accepts the violence, with obedience), then the behavior is likely to continue, (Bandura, 1963).

According to Faith St Catherine of the Women's Resource and Outreach center in Jamaica, (2006, 67), "there is a culture of abuse, especially among the inner city poor..." According to studies nearly one half of abusive men grew up in homes where their father or step father was an abuser.

Drug and/or Alcohol Abuse Yet, alcohol is an important risk factor for partner abuse. Many of the most gruesome murders and sexual abuse are linked to mental disease brought about by drug and alcohol addiction, respectively, (Marles, 1991).

Since alcohol decreases control and raises the potential for acting emotionally, it is not surprising that some feel it can be a catalyst for abuse. Often a person is able to maintain control of violent emotions when he is moderate, but after a few drinks, he becomes abusive. The alcohol has dulled his wits and diminished his ability to control his temper, (Marles, 1991).

In November of 2005, according to The World Health Organization, (WHO, 2007) one woman in every three women are reported to be sexually abused during childhood or adolescence globally. Domestic violence is also known to be closely linked with drug and alcohol abuse. According to Faith St Catherine of the Women's Resource and Outreach center in Jamaica (2006, 53).

2.2.1.3 Instinct Theories (Freud, 1937)

This theory says that abusive behavior is inherited, not learned, and that the behavior pattern is common to all members of the species. Therefore scholars like Sigmund Freud humans born with the instinct to aggress and thus we need to give the chance to channel their aggression in non destructive way.

An instinct is an innate drive or impulse, generally transmitted. Freud proposed that human aggression stems from an innate death instinct, Thantos, which is in opposition to a life instinct called Eros or Libido. Thantos is initially directed at self destruction, but latter in development it becomes redirected out wards at others.

2.2.1.4 Biological Theories

The theory stated that the seat of aggression is inside the individual .They try identify specific biological mechanisms that excite people to be aggressive. By doing this they differ from the

instinct position. Psychologist like Ziegler (1985) attempted to locate specific parts of the brain that may trigger aggression. For example male sex hormones may be responsible for more male aggressive behavior. That is why usually males are more aggressive than females.

2.3 Forms of abuse

2.3.1 Physical Abuse

May include assaults involving beating, burning, slapping, choking, kicking, pushing, biting or a weapon. It may also include physical neglect through denial of food or medication, inappropriate personal or medical care, rough handling, or confinement. Physical abuse and neglect can result in serious injuries or death, (Valente, 2000).

2.3.2 Emotional or Psychological Abuse

May include constant shouting, blaring, insults, threats humiliation or criticism, excessive jealousy or suspiciousness, threatening or harassing a woman (or her children, family members, friends or pets), isolating a woman from neighbors, friends or family, or depriving a woman of love and affection. For some women, the effects of emotional abuse may be worse than the consequences of physical violence. Women who are emotionally abused are at high risk for experiencing physical violence, (Suderman, 1991).

2.3.3 Sexual Abuse

May include rape (sexual assault), unwanted sexual touching, sexual harassment, sexual exploitation, or forcing a woman to participate in any unwanted, unsafe, degrading or offensive sexual activity. Sexual abuse may also include denying or ridiculing a woman's sexuality or controlling her reproductive choices. The practice of Female Genital Mutilation (FGM) of girls has serious consequences for young adult women, especially during the childbearing years, (Valente, 2000).

2.3.4 Economic Abuse

May include preventing a woman from working, controlling her occupational choices, preventing her from achieving or maintaining financial independence, denying or controlling her access to financial resources, or exploiting her financially, (Yasmin,2000).

2.3.5 Spiritual Abuse

May include preventing a woman from participating in spiritual or religious practices, undermining her beliefs, or using spiritual beliefs to justify controlling her, (Lina, 1998).

2.4 Causes of Women Abuse

There are many theories and differences of opinion about what causes woman abuse, but there is no single, definitive explanation. For many experts, however, the long standing power imbalance between men and women in society continues to be a central factor. There are experts link the abuse of women to the social and economic reality of women's lives. The discriminatory attitudes, values, behaviors, structures and institutions undermine, isolate and marginalize women, (Yasmin, 2000).

In regard to the cause, the use of violence is unacceptable in any situation. Everyone has a responsibility to avoid violence and learn how to develop healthy relationships. Any woman, regardless of her life circumstances, may experience abuse. But statistics have identified factors that can increase, either directly or indirectly, a woman's vulnerability to being abused in her relationship. These risk factors are not necessarily direct causes of abuse, but they are associated with violence, and increase the likelihood of violence, (Valente, 2000).

Multiple factors create an even higher risk. Risk factor information highlights how specific circumstances in women's lives can increase their vulnerability to abuse. Some of the factors that increase a woman's vulnerability to abuse include being young (18-24), elderly (65 or older), disabled or Aboriginal. The risk is also increased when a woman was victimized in childhood or

exposed to violence against her mother. Pregnancy is also a risk factor for being abused, (Yasmin, 2000).

Women younger than 25 years of age are at higher risk than other women of experiencing abuse in their relationships. These women are also at higher risk than others of being killed by their current or ex-husbands or common law partners, (Valente, 2000).

Women with disabilities are estimated to be 1.5 to 10 times more likely to be abused than are non-disabled women, depending on whether or not they live in a community or institutional setting. Abuse against women with disabilities includes a wide range of behaviors that women who are not disabled may not experience. For instance, women with disabilities often have to rely on others to help them with mobility, toileting, eating, bathing or other daily tasks. This dependence requires quite intimate relationships with a wide range of others, including partners, caregivers, health professionals, transportation providers and other family members, (Yasmin, 2000).

Dependence on a large network of relationships increases the chances that a woman who is disabled will experience abuse, (Marlies, 1999). Relationship factors may also increase a woman's vulnerability to abuse. For example, she is more likely to experience abuse if her partner is young (18-24), is unemployed (long term), has little formal education, is a heavy drinker, or was exposed to violence against his mother. Women in common law relationships are at higher risk of abuse than women who are married, (Valente, 2000).

The presence of weapons in the home is associated with deadly violence. When a woman either threatens to leave or leaves her partner she faces an increased risk of being further victimized.

Her desire to leave the relationship may pose a serious challenge to her partner's desire for control, and the partner may respond by intensifying the violence or murdering her, (Yasmin, 2000).

2.5 Consequences of Woman Abuse

Being abused may undermine almost every aspect of a woman's life, her physical and mental health, her ability to work, her relationships with children, family members and friends, her self-efficacy and her fundamental sense of self-worth. Sometimes her attempts to cope with abuse, for example, through the use of drugs or alcohol, create additional problems. In some cases, women are eventually killed by their abusive partners, (Valente, 2000).

2.5.1 Physical Health Effects

Include broken bones, bruises, burns, cuts, stabs and firearm wounds, abrasions, bites, lacerations, sprains, concussions, skull fractures, scarring, perforated eardrums, detached retina, injuries to the voice box, chipped or lost teeth, hair loss, chronic gastro-intestinal pain, irritable bowel syndrome, chronic neck, back or other musculoskeletal pain, chronic headache, hypertension, palpitations, hyperventilation, and substance abuse problems her, (Lina, 1998).

2.5.2 Sexual Health Effects

Include sexually transmitted diseases, including HIV, chronic pelvic, genital or uterine pain, chronic vaginal or urinary infection, bruising or tearing of the vagina or anus, frequent pregnancy (when unwanted), infertility or early hysterectomy, and sexually addictive behavior. There are also physical and psychological consequences of the practice of Female Genital Mutilation her, (Lina, 1998).

2.5.3 Psychological Effects

Include low self-esteem, self-degradation, self-abuse, difficulty with relationships, acute anxiety, frequent crying, unusual or pronounced fear responses, uncontrolled or rapid anger responses, chronic stress, phobias, flashbacks, insomnia, sleep disturbances, nightmares, lack of appropriate boundaries, arrested development, passivity, memory loss, loss of concentration and productivity, (Valente, 1997).

2.5.4 Psychiatric Effects

It may refer to depression, suicidal thoughts, dissociation, Post Traumatic Stress Disorder, eating disorders, adjustment disorder with depressed mood, Obsessive Compulsive Disorder (Valente, 1997). . Although abuse can have different effects on women, the impacts are frequently not seen or identified. Many professionals and service providers who work with women now recognize that they have a responsibility to educate themselves about potential indicators of abuse, and to routinely ask all women about their experiences of abuse. The impacts of abuse extend well beyond women, to others, (Suderman, 1991).

2.6 Abuse Ethiopian Women Domestic Worker in Arab Countries

The “2012 Trafficking in Persons Report” on Ethiopia published by the US Department of State (2012, 3); “Many Ethiopian women working in domestic service in the Middle East face severe abuses.” The report cites different violations, “including physical and sexual assault, denial of salary, sleep deprivation, withholding of passports, confinement, and murder”.

According to the Ministry of Labor and Social Affairs 2013 report, in a year between 1999 and 2005 E.C. 55 bodies from Jidda, 21 from Dubai and 50 from Beirut arrived at Bole International Airport.

It is reported that as they commit suicide. But what is seen in their body indicates something behind it. A report by Human Rights Watch also shows that at least 95 migrant domestic workers have died in Lebanon since January 2007. About 40 of the cases were classified as suicides and 24 were described as workers who threw themselves from high-rising buildings, an attempt to escape their employers. Brokers and private Employment Agencies (PEAS) are also sources of threat (Anti– Slavery Internationals, 2006).

Ethiopian women have been working under conditions of virtually slavery with women suffering from exploitation (Abderrahman,2003) and are being abused by their employers

(Gebeyehu,2007), Gashaw et al (2004) further asserted that nature of abuse incorporates sexual molestation beating color discrimination, isolation, long hours of work, denial of salary and others.

The employment of migrant women as domestic workers and the particular ways in which they are employed, often implies severe restrictions in women's mobility, both in the house they are employed in as in the countries they work and live in (Clark, 1989). International labor organization (ILO) 2011 report says the following.

Ethiopian women working in Arab countries earn low wages because of this low educational background and low awareness level

They get 100 US Dollar in a month while women who are from Philippines and other countries earn up to 400 US Dollar. Most Ethiopian women also engaged in activities like cleaning.

(MoLSA, 2013).

The ILO (2013) released a report, Tricked and Trapped in the Middle East based on interviews with hundreds of migrant workers including domestic workers. The latest ILO estimates suggest that at least 600,000 people are victims of forced labor in the Middle East. In fact this also related to the means they use to reach the countries.

Broadly speaking there are three ways in which Ethiopian women went to those countries via relatives or friends, via recruitment agents and smuggled by boat, legal status and mobility is not fixed (Bisrat, 2006). Some 30 to 40 percent of Ethiopians migrating to the Middle East because 60 to 70 percent of labor migration is facilitated by illegal brokers increasing migrant's vulnerability to forced labor. The other reason is related to the characteristics of the employers. Even it can be expressed in physical confrontation and violence, (Baker, 1995).

Domestic workers in the Arab States are usually excluded from national labor legislation, social security regimes and occupational health and safety provisions and are often tied to their employers through a restrictive sponsorship system known as the kafala. The majority of them

have their passport and papers taken away by their employers and are not allowed outside the home on their day off. The informal, unregulated and isolated nature of their work renders them vulnerable to exploitation and abuse, (Bou, 1998).

Employers may be denying food and medication as a means of reducing their cost or to incapacitate their captives to make them more docile. Denial of medication can also be related to confining the victims, (Ababaw, 2012).

Ethiopian domestic workers in the Middle East work from 16 to 20 hours every day (Beyene).

Labor intensive overload is one of the major experiences of Ethiopian returnees. Most of them are forced to work for more than one household: their employer's, their parent's, and their sibling's. "I serve 24 family members" said a woman interviewed by, (Abebaw, 2012) "rest is unthinkable... I wake up early at 4:00 am and finish at 7:30 pm".

He stated the plight of another woman in his research: "with six families in her employer's house and six families in his father's house, she reported getting a heart attack due to the overwork".

Upon the completion of their contract agreements, which are usually from two to three years, many of these women domestic workers return to Ethiopia physically exhausted, financially bankrupt (most of them send their salaries when and if they receive payments back to their family), and morally degraded. By in large, they are the lucky ones.

Sexual abuse is the other problem Ethiopian women who work in Arab countries face. It is a widespread phenomenon. There are returnees who speak about horrific sexual abuses perpetrated by their male employers.

According to Abebaw, "employer's husbands, boys, guards, and strangers [are] the perpetrators."

Other cases include stories told by women who were employed as household workers but soon found their employers running clandestine brothels, subjecting them to prostitution, which is legally banned in most Middle Eastern countries, (Brettel, 2001).

Employers’ preferred method of continuing to abuse their employees is by denying them access to communication. All these must be kept silent. This is not only true for Ethiopian domestic workers in the Middle East. Workers from other countries notably the Philippines, Sri Lanka, India and Indonesia are all faced with similar circumstances, (Abebaw, 2012).

2.7 Migrant workers in Saudi Arabia

2.7.1. Dangers of the System

Known as the *kafala* (Burke and Echagüe, 2009, 20), the Saudi sponsorship system often results in gross human rights abuses. The system is highly criticized by organizations like Human Rights Watch (HRW) and Amnesty International, and offers little legal protection for migrant workers. Furthermore, it becomes difficult to leave once a worker arrives. The contract becomes a legally binding obligation that Saudi law frequently protects, regardless of the abuses committed by an employer against an individual. Complaints of abuse to authorities are rarely investigated and workers risk arbitrary arrest and incarceration if they attempt to leave their employers. As a result of this system, workers’ rights are at the discretion of their employer, who holds their passport, and therefore, their freedom of movement, (Burke and Echagüe, 2009).

2.7.2. Risks and Types of Abuse

Although it is undeniable that many migrant workers within Saudi Arabia return to their home countries with little to no complaints, there are several who tell a drastically different story.

Though slavery was abolished in 1962 by King Faisal (Brown, et al., 2004, 1), exploitative labor practices persist; many migrant workers live in slave-like conditions with no food or wages.

Passport confiscation is the most common way in which employers restrict a worker’s freedom of movement. Without a passport to leave, workers become completely at the mercy of their employer. Once their freedom of movement is restricted, migrant workers face from forced labor and enslavement, to sexual and physical abuse. Such practices have become commonplace

within the system and are tolerated by the Saudi government. For those workers who do not enter the country legally, the abuses can be much worse as an employer has even more power over the employee.

For women, this reality is worse than for their male counterparts; many are raped and sexually assaulted by their Saudi male employers. This abuse has detrimental psychological effects on them. There are at least 1 million women from the Philippines, Indonesia, and Bangladesh currently working the lowest paying jobs in the country (Brown, et al., 2004, 47). They work long hours and are kept as “virtual prisoners in workshops, private homes, and the dormitory-style housing that labor subcontracting companies provided to them”, (Brown, et al., 2004, 2).

CHAPTER THREE

3. Research Methodology of the study

3.1 Study Site

This study was conducted on women Saudi returnees who are engaged in small scale enterprises through Addis Ababa Bureau of Labor and Social Affairs in Arada, Gulele, Kirkos, Yeka and Bole sub cities.

3.2 Population and Sampling

This research was conducted by gathering information from those Saudi Arabia returnee women who were getting some kind of service from the Addis Ababa Bureau of Labor and Social Affairs in Arada, Gulele, Kirkos, Yeka and Bole sub cities and reach to those particular work places. Because of the selection of the sub-cities are based on the high activity in small scale enterprises engagement compare with the other sub-cities. Hence, all these women were considered for the study since the number of women getting the services is 146. A total of 110 women were involved in this study according to their accessibility. For the interview 10 subjects were selected purposely. From 110 questionnaires 102 (92.7%) were filled and returned. Eight questionnaires were not returned.

Table 1: Number of Women Selected for the Study

| <i>No.</i> | Name of Addis Ababa city government sub cities included in the Study | Population | Number of Returnee Women that Participated in the Study (N) | % |
|------------|---|-------------------|--|----------|
| 1 | Arada | 25 | 19 | 75 |
| 2 | Gulele | 24 | 18 | 75 |
| 3 | Yeka | 35 | 26 | 75 |
| 4 | Kirkos | 29 | 22 | 75 |
| 5 | Bole | 33 | 25 | 75 |
| Total | | 146 | 110 | 75 |

Table 1: Analysis of women selected for the study

The women who were involved in semi structured interviews were selected from those women who participated in quantitative study. They were selected purposively by the researcher based on the accessibility of the respondent. Generally ten women, two from each sub cities were involved based on these criteria.

3.3 Data Gathering Instruments

Different instruments were used to collect relevant information for the research. The study intensively used questionnaire and interview.

Questionnaires

The questionnaire contained mainly close ended questions and some open ended questions. The questions in the questionnaire were in line with the research objective. The questionnaire has two parts: the first section contains the background information of the respondents like age, educational background, religion, marital status and residence and the second section contained questions related to the Abuse of Ethiopian women migrant workers worked in Saudi Arabia.

The questionnaire was prepared in such a way that it asked the respondents to state their agreement or disagreement on the issues of the Abuse of Ethiopian Women migrant worked in Saudi Arabia. In this study, the 5 point (5 =Strongly Agree, 4 = Agree, 3 = Undecided (Neutral), 2 = Disagree, 1 = Strongly Disagree).

Interview Guide

Oral question was the other method used in the study. It was used as supplementary instrument in the processes of data collection. It was held with 10 women on the identified themes and guide questions. A good rapport was made with the respondents and the discussion was conducted freely and in conducive environment.

3.4 Procedures of Data Collection

Based on the basic research questions, questionnaire and interview were designed to collect the data. 110 questionnaires were administered to the subjects at Arada, Gulele, Kirkos, Yeka, and Bole sub cities, woman migrant workers who returned to Ethiopia and engaged in small scale enterprise. The administration of the questionnaire was done by the researcher in different days. Before distribution, rapport was established and clarification of the objectives of the study was made. They were told that provision of responses for questionnaire does not harm them or provide them with benefit. Moreover, they were ascertained that their response would be kept confidential. Sufficient time was given for the subjects to contemplate on the implication of the item and provide accurate information.

Moreover, appropriate time was selected and the situation was arranged so as to avoid hurried response and make close supervision while completing the questionnaire. With regard to

questionnaires 110 copies of questionnaires were distributed. Among distributed questionnaires 102 (92.7%) were filled and returned. Eight questionnaires were not returned.

Oral question was also conducted with the women in the different day, after completing the process of questionnaire. The respondents were selected from those women who were involved in the completion of the questionnaire.

The researcher took an average ten minutes with each respondent. Code number was given for each interviewee and the answers were written. I began by preparing questionnaire and interviews were prepared by Amharic and then translated to English version. Then an arrangement was made in terms of their logical order and sensitivity.

After the backward and forward translations were made, the questionnaires were distributed 110 subjects to Arada, Gulele, Kirko, Yeka and Bole sub cities woman who returned to Ethiopia and engaged in small scale enterprise.

3.5 Method of Data Analysis

Both qualitative and quantitative methods of data analysis were employed. Quantitative data were tabulated in line with the research questions. Moreover, the data gathered through questionnaire were analyzed using descriptive and inferential statistical tools like frequency, percentages, mean, standard deviation, and one way ANOVA. The questionnaire was coded and analyzed by using statistical package for social science (SPSS) program. Likewise, the researcher used qualitative data analysis for the information collected via interview. To discover patterns, ideas and explanations, data organization, summary and interpretation steps of

qualitative data analysis were employed. Generally, the collected and analyzed information via different tools was presented by using of tables, text and figures.

3.6 Ethical Consideration

Human research must be conducted with ethical approval. In order to make the study ethical, the researcher has ensured the following points both during the fieldwork as well as the right up phase of the research. Informed consent-prior to interview the respondents should be clearly informed about the objective, planned activity, risks/benefits associated with their participation.

Hence, with regard to confidentiality, maximum effort needs to be made to protect the privacy of respondents. Names, photos and other profile of respondents should not be reported in the absence of their consent.

CHAPTER FOUR

4 Results and Discussion

In this part, the data collected are presented and analyzed. Information which was obtained through in-depth interviews is also analyzed along with the quantitative data.

4.1 Background Information

The following table presents the age, residence, religion, educational background and marital status distribution of the respondents.

Table 2. Age, Religion, Educational Background and Marital Status of the Respondents

| No | | Variable | Frequency | Percentage |
|----|--------------------|-----------------------|-----------|------------|
| 1 | Age | 18- 22 | 23 | 20.9 |
| | | 23- 27 | 32 | 29.1 |
| | | 28-32 | 38 | 34.5 |
| | | 33-37 | 9 | 8.8 |
| | | Total | 102 | 100 |
| 2 | Religion | Orthodox Christian | 62 | 60.8 |
| | | Muslim | 31 | 28.2 |
| | | Catholic | 2 | 1.8 |
| | | Protestant | 7 | 6.4 |
| | | Total | 102 | 100 |
| 3 | Educational status | Able to read & write | 16 | 14.5 |
| | | Primary Education | 43 | 39 |
| | | High school Education | 39 | 38.2 |
| | | College Education | 4 | 3.6 |
| | | Total | 102 | 100 |
| 4 | Marital Status | Single | 73 | 71.6 |
| | | Married | 20 | 18.2 |
| | | Divorced | 9 | 8.2 |
| | | Separated | 0 | 0 |
| | | Total | 102 | 100 |

Table 2: Analysis of Age, Religion, Educational Background and Marital Status of the Respondents

As presented in Table 2, 38 (34.5%) of the respondents were within the age range of 28 - 32, and 32 (29.1%) respondents were within 23–27 years of age. The remaining 23 (20.9%) and 9 (8.8%) of the respondents were between 18-22 and 33-37 years respectively. Orthodox Christians constitute 62 (60.8%) and Muslim 31 (28.2%). On the contrary, the numbers of catholic respondents were negligible 2 (1.8%). The other 7 (6.4%) of the respondents are protestant. As shown above, 16 (14.5%) respondents were able to read and write, 43 (39%) of the respondents had primary level education. On the other hand, 39 (38.2%) of the informants had high school education. Those who attended college education were only 4 (3.6%). With regard to marital status, most of the respondents 73 (71.6%) were single. On the other hand, 20 (18.2%) were found to be married. Divorced women constitute 9 (8.2%). The information they provide were more reliable and valid since they have understanding about working in Arab countries.

4.2 Factors that contribute to the abuse of Ethiopian Women Migrant Workers Working in Saudi Arabia

Labor migration for better economic opportunities abroad has been rising. Particularly the number of females migrating to the Saudi Arabia holds the largest share and almost all of the women migrant workers are engaged in domestic work. Hence, readiness in attitude, knowing the language and having certain educational background is prerequisite to cope with the environment easily and minimize unexpected risks and confrontations, (Gebeyehu, 2007).

In this part of the analysis the attitudes of respondents about working in Saudi Arabia would be presented.

Table 3: General Attitude of the Respondents towards working in Saudi Arabia

| No | Statement | Rating scale | | | | | | | | | | Mean |
|----|---|--------------|------|----|------|----|------|----|------|---|-----|------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | |
| | | N | % | N | % | N | % | N | % | N | % | |
| 1 | Ethiopian Women migrant workers should work to improve their life even in Saudi Arabia | 29 | 26.4 | 12 | 10.9 | 33 | 32.3 | 25 | 22.7 | 3 | 2.7 | 2.61 |
| 2 | Women migrant workers who went to Saudi Arabia should not necessarily speak Arabic or English language | 53 | 48.2 | 39 | 38.2 | - | - | 9 | 8.2 | 1 | 0.9 | 1.72 |
| 3 | Working in Saudi Arabia generates more money than working in Ethiopia | 7 | 6.4 | 4 | 3.6 | 12 | 10.9 | 74 | 72.5 | 5 | 4.5 | 3.52 |
| 4 | A woman migrant worker will benefit if she knows about the culture of the people | 7 | 6.4 | 9 | 8.2 | 25 | 22.7 | 61 | 59.8 | - | - | 3.23 |
| 5 | A woman migrant worker who wants to work in Saudi Arabia will benefit if she asks information from those who had work there | 7 | 6.4 | 9 | 8.2 | 25 | 22.7 | 61 | 59.8 | - | - | 3.28 |
| 6 | Ethiopian Women migrant workers face abuse because of lack of the necessary skill and psychological readiness | 3 | 2.7 | 15 | 13.6 | 17 | 15.5 | 65 | 63.7 | 2 | 1.8 | 3.38 |

Table 3: Analysis of the General Attitude of the Respondents towards working in Saudi Arabia

As shown above from Table 3 in item 1, for the question which says, Ethiopian Women migrant workers should work to improve their life even in Saudi Arabia? The majority of the respondents 33 (32.3%) have neutral idea. While, 29 (26.4 %) strongly disagreed and 12 (10.9%) disagreed

with the statement. 25 (22.7%) of the respondents confirmed their agreement to the statement and 3 (2.7%) those who strongly agreed with it.

By using mean score, the decision made in the analysis was average mean less than 3 disagree, average mean equal to 3 medium and average mean greater than 3 agree throughout the study. Standard deviation was used to interpret each responses disparity from the mean (Best and Kahn, 1995). Therefore, mean score 2.61 implies that most of the respondents disagreed with the idea which says Ethiopian women migrant workers should work to improve their life even in Saudi Arabia.

In table 3, item 2, there is a question that says, women migrant workers who went to Saudi Arabia should not necessarily speak Arabic or English language. The statement is designed to measure whether language is indirectly a source of conflict or not. Majority of respondents 53(48.2%) strongly disagreed and 39 (38.1%) disagreed with the idea. On the other hand, 9 (8.2%) agreed and 1 (0.9%) strongly agreed with the idea. The mean score 1.72 implies that most of the respondents disagreed with the statement. From the respondents 10 women's are speaking Arabic partially. From this we understand that the women migrant workers who went to Saudi Arabia should speak Arabic or English language for better communication.

As shown in table 3 item 3, there is a statement which says, working in Saudi Arabia generates more money than working in Ethiopia. Majority of respondents 74 (72.4%) agreed and 5(4.5%) strongly agreed with the idea. Among the respondents 7(6.4%) strongly disagreed and only 4 (3.6%) disagreed. 12 (10.9%) could not decide on the statement. This result concise with the case studies of Lalem (2004) which revealed that the push factors also have an economic motive in

which the majority of the migrant workers came from the lower rungs of the economic scale. The mean score 3.52 implies as that most of the respondents agreed with the statement.

According to table 3, item 4 statement, a woman migrant worker will benefit if she knows about the culture of the people of Saudi Arabia. Majority of the respondents 61(59.8%) agreed with the idea. Among the respondents 9(8.2%) disagreed and 7(6.4%) strongly disagreed. Among the respondent 18(16.4%) could not decide on the statement. The mean score 3.23 implies that most of the respondents agree with the statement which says woman migrant workers will benefit if she knows about the culture of the people. The standard deviation value 1.116 is also not disparate from the mean value. In interview there was a respondent which told the researcher about her own experience related to this idea. “Crying considered as a bad fortune in Arab countries, especially Saudi Arabia. I was crying due to homesick. As a result my employer returned me home.” (Code A-1, from Arada sub city, April 12, 2016, at 2pm).

According to this theory, characteristics associated with individuals who abuse others include low self-esteem, isolation from social support, a manipulative nature, and a desire for power and control (Baron and Byrne, 2004).

As shown in table 3, item 6, reads as follows. Ethiopian women migrant workers face abuse because of lack of the necessary skill and psychological readiness. Majority of the respondents, which were, 65 (63.7%) agreed and 2 (1.8%) strongly agreed with the idea. 15 (13.6%) of the respondents disagreed and 3 (2.7%) strongly disagreed with the idea. Among the respondents 17 (15.5%) said that it is difficult to decide on this point. The mean score 3.38 shows as the most respondents agreed with the statement.

Table 4 Summary of One way ANOVA for positive towards Attitude Working in Saudi Arabia

| No | Item | | Sum of Squares | d/f | Mean Square | F | Sig |
|----|-----------------------------------|----------------|----------------|-----|-------------|-------|------|
| 1 | Age of Respondents | Between Groups | 8.432 | 3 | .602 | .579 | .875 |
| | | Within Groups | 98.741 | 98 | 1.039 | | |
| | | Total | 107.173 | 101 | | | |
| 2 | Religion of Respondents | Between Groups | 43.903 | 3 | 3.136 | 1.896 | .036 |
| | | Within Groups | 157.088 | 98 | 1.654 | | |
| | | Total | 200.991 | 101 | | | |
| 3 | Educational Status of Respondents | Between Groups | 12.160 | 3 | .869 | 1.557 | .106 |
| | | Within Groups | 53.013 | 98 | .558 | | |
| | | Total | 65.173 | 101 | | | |
| 4 | Marital Status of Respondents | Between Groups | 4.266 | 3 | .305 | .750 | .719 |
| | | Within Groups | 38.607 | 98 | .406 | | |
| | | Total | 42.873 | 101 | | | |

Table 4: Analysis of Summary of One way ANOVA for Attitude Working in Saudi Arabia

The result from one way ANOVA in table 4 item 1, shows that Age ($F= 0.579$, $d/f =101$, $P>0.05$) Therefore, it is inferred that the respondents had not similar thought on the matter. From this we understand that the respondent had no common understanding in the area.

In item 2, in terms of religion ($F= 1.896$, $d/f =101$, $p< 0.05$). Therefore there is statistically significant difference in the attitude about working in Saudi Arabia, in addition to this result from oral questions showed that Muslims are more interested in working in Saudi Arabia than Christians.

In item 3, the educational status ($F=1.557$, $d/f=101$, $p>0.05$). Therefore there is no statistically significant difference in the interest about working in Saudi Arabia, in other words there is agreement.

In item 4, marital status ($F=0.750$, $d/f= 101$, $P>0.05$). Therefore there is no statistically significant difference in the attitude about working in Saudi Arabia, in other words there is agreement.

There were five statements designed to measure the attitude of women migrant workers towards working in Saudi Arabia. For the first statement which says Ethiopian Women migrant workers should work to improve their life even in Saudi Arabia, the respondent average mean is 2.61 which is less than 3. This implies that as most of them disagree with the idea. It indicates the interest of large number to work here. But as indicated in the introduction part, still a large number of Ethiopian women migrant workers went to Saudi Arabia to serve as a domestic worker. The previous research conducted by the Orthant (1999) supports this idea. Despite a massive awareness campaign by the Ethiopian media, the number of women migrant flocking to the Middle East especially Saudi Arabia is huge. The reason behind this is the amount of money gained by working in Saudi Arabia and here in Ethiopia. It is significantly different. The case studies of Lalem (2004) also revealed that as the push factors have an economic motive in which the majority of the migrants came from the lower income of the economic scale. The idea is also supported by this research.

The statement used to measure respondent's stand towards working in Saudi Arabia was said that it is preferable if Ethiopian women migrant workers go to Saudi Arabia through illegal brokers. Most of the respondents disagreed with idea. The mean 1.77 prove this. From this we understand that they know the danger of using illegal brokers, from the respondent 60 of them are went through illegal brokers. It also coincides with the idea which says brokers and private Employment Agencies (PEAS) are also sources of threat (Anti Slavery Internationals, 2006).

The average mean for the statement which says education is not such important; to work in Saudi Arabia is 2.12. This implies that as most of the respondent disagreed with the idea. Most of the respondents also gave emphases for education during semi structured interview. They comment especially on those who did not follow at least primary education, but went to work in

Saudi Arabia and mention as cause of conflict that arise with employer. The International Labor Organization also highlights this point as follows. Ethiopian women migrant workers working in Saudi Arabia earn low wages because of this low educational background and low awareness level. They get 100 US Dollar in a month while women who are from Philippines and other countries earn up to 400 US Dollar (ILO, 2006).

Most respondents of interview also mention language problem as one factor for conflict with employer. International organization for migration (IOM, 2005) also proclaimed that language for work, for socialization, personal safety, well- being and justice. The mean average for the statement which says, working in Saudi Arabia has no danger by itself is 2.31. It implies working in those countries had danger by itself.

The summary of one way ANOVA also indicates as there is no significant difference in terms of age, residence, as well as educational and marital status. But there is significant difference in terms of religion at 5% level. During the time of interview also most of Islamic religion followers show positive attitude towards the idea of working in Saudi Arabia.

4.3 Analysis of the Women's migrant Workers Attitude towards Having Information about Saudi Arabia

Questions in this category were designed to know the respondent stance on having information about Saudi Arabia. The result of the respondents with the table and its analysis is presented.

Table 5 Attitude of Women’s Migrant Workers towards having Information about Saudi Arabia

| No | Statement | Rating scale | | | | | | | | | | Mean |
|----|--|--------------|------|----|------|----|------|----|------|---|-----|------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | |
| | | N | % | N | % | N | % | N | % | N | % | |
| 1 | It is preferable if Ethiopian women migrant workers go to Saudi Arabia through illegal brokers | 52 | 47.3 | 35 | 34.3 | - | - | 13 | 11.8 | 2 | 1.8 | 1.77 |
| 2 | Gov. should not impose strict control on Saudi Arabia travel | 31 | 30.4 | 43 | 39.1 | 3 | 2.7 | 25 | 22.7 | - | - | 2.06 |
| 3 | A woman migrant worker will benefit if she knows about the culture of the people | 7 | 6.4 | 9 | 8.2 | 25 | 22.7 | 61 | 59.8 | - | - | 3.23 |
| 4 | Education is not as such important, to work in Saudi Arabia | 33 | 30.0 | 50 | 49.0 | - | - | 17 | 15.5 | 2 | 1.8 | 2.12 |
| 5 | Working in Saudi Arabia has no danger by itself. | 33 | 30.0 | 31 | 28.2 | - | - | 38 | 34.5 | - | - | 2.51 |
| 6 | Knowledge about house equipment does not add anything on the benefit of women migrant workers who want to work in Saudi Arabia | 21 | 19.1 | 60 | 61.8 | - | - | 21 | 19.1 | - | - | 2.21 |

Table 5: Analysis of attitude of Women’s Migrant Workers towards having Information about Saudi Arabia

From Table 5 item 1, to the statement that says it is preferable if Ethiopian women migrant workers go to Saudi Arabia through illegal brokers, majority of the respondents 52(47.3%)

strongly disagreed and 35(34.1 %) disagreed with the idea, only 2(1.8%) strongly agreed and 13 (11.8%) agreed with the idea. The Mean score 1.77 implies that most of the respondents disagreed with the idea.

As indicated in table 5 item 2, with the statement that says, education is not as such important, to work in Saudi Arabia, among the respondents, 50(49.0%) disagreed and 33(30%) of them strongly disagreed to this statement. While, 17(15.5 %) agreed and 2(1.8%) strongly agreed with the idea. The Mean score 2.12 implies that most of the respondents disagree with the statement.

In table 5 item 3, there is also a statement which says, working in Saudi Arabia has no danger by itself. The statement was designed to measure the stand of the respondents about working in Saudi Arabia. Some of the respondents 38(34.5%) believed that working in Saudi Arabia has no danger by itself. But 33 (30%) of them strongly disagreed and 31(28.2%) disagreed with the idea. The Mean score 2.31 implies that most of the respondent disagreed with the statement.

The next statement was designed to measure the respondents' outlook towards the importance of having knowledge of house equipment. The result of the respondents and its analysis is presented as follows. 60 (61.8%) disagreed with the idea which says knowledge about house equipment does not added anything on the benefit of women migrant workers who want to work in Saudi Arabia. Among the respondents 21(19.1%) disagreed with the idea and the rest 21(19.1%) agree with the statement. The result supported ILO statement which says lack of knowledge in using house equipment is among factors for conflict that happen between employer and employee.

Table 6 - Summary of One Way ANOVA for having Information of Saudi Arabia

| No | Item | | Sum of Squares | d/f | Mean Square | F | Sig |
|----|-----------------------------------|----------------|----------------|-----|-------------|-------|------|
| 1 | Age of Respondents | Between Groups | 9.301 | 3 | .846 | .847 | .594 |
| | | Within Groups | 97.872 | 98 | .999 | | |
| | | Total | 107.173 | 101 | | | |
| 2 | Religion of Respondents | Between Groups | 22.276 | 3 | 2.025 | 1.110 | .361 |
| | | Within Groups | 178.715 | 98 | 1.824 | | |
| | | Total | 200.991 | 101 | | | |
| 3 | Educational Status of Respondents | Between Groups | 5.396 | 3 | .491 | .804 | .636 |
| | | Within Groups | 59.777 | 98 | .610 | | |
| | | Total | 65.173 | 101 | | | |
| 4 | Marital Status of Respondents | Between Groups | 4.558 | 3 | .414 | 1.060 | .402 |
| | | Within Groups | 38.315 | 98 | .391 | | |
| | | Total | 42.873 | 101 | | | |

Table 6: Analysis of summary of One Way ANOVA for having Information of Saudi Arabia

As shown in table 6, item 1, summary of one way ANOVA revealed that, Age ($F= 0.847$, $d/f =101$, $P>0.05$). Therefore, it is inferred that the respondents had not similar thought on the matter. It may be as the results of the respondents understanding in the area.

In Table 6 item 2 with regard to religion ($F= 1.110$, $d/f =101$, $p> 0.05$). Therefore there is no statistically significant difference in the attitude about working in Saudi Arabia.

As shown in the Table 6 item 3, the educational status ($F=0.804$, $d/f=101$, $p>0.05$). Therefore there is no statistically significant difference in the experienced about working in Saudi Arabia, in other words there is agreement.

As indicate in the Table 6 item 4, Marital status ($F=1.060$, $d/f= 101$, $P>0.05$). Therefore there is no statistically significant difference in the experience about working in Saudi Arabia, in other words there is agreement.

There were six statements under this category. They are designed to know the outlook of respondents on having information about Saudi Arabia. The first statement says working in

Saudi Arabia generates more money than working in Ethiopia. Most of the respondents know this very well. The average mean 3.52 of this statement also prove this. The result also coincide with the case studies of Lalem (2004) which revealed that the push factors also have an economic motive in which the majority of the migrant workers came from the lower income of the economic scale. The statement of this category express about the role of government. The mean score of the statement which says, Government should not impose strict control on Arab countries travel, is 2.06. In other words most of the respondents support strong involvement of the government. For the statement which says a woman migrant workers will benefit if she knows about the culture of the people, most of the respondents agreed. The mean score 3.23 prove this. The next statement was designed to measure the respondent's outlook towards the importance of having knowledge of house equipment. Most of the respondents disagreed with the idea. The result supported ILO statement which says lack of knowledge in using house equipment is among factors for conflict that happen between employer and employee. Study indicates that as most respondents believe in having information from who had experience of working in Arab countries. The mean score of the Statement which says, a woman migrant workers who wants to work in Saudi Arabia will benefit if she asks information from those who had work there is 3.28. This means majority of the respondents agree with the idea. They believe by doing so, it is possible to minimize conflict that will arise with employer. One way summary table also indicates that as there is no difference in terms age, residence, religion, marital status and educational status.

4.4 Analysis of the Women's Migrant Workers Attitude towards the Causes of Abuse in Saudi Arabia

The statements of this category were designed to measure the respondent stand about the cause of abuse in Saudi Arabia. The result of the respondents with the table and its analysis is presented as follows.

**Table 7 Analysis of the Women’s Migrant Workers Attitude towards the Causes of Abuse
In Saudi Arabia**

| No | Statement | Rating scale | | | | | | | | | | Mean |
|----|--|--------------|------|----|------|----|------|----|------|---|-----|------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | |
| | | N | % | N | % | N | % | N | % | N | % | |
| 1 | Women migrant workers of other countries are not facing abuse by their Employers like Ethiopians | 7 | 6.4 | 15 | 13.6 | 22 | 20.0 | 50 | 49.0 | 8 | 7.3 | 3.35 |
| 2 | Saudi Arabia employers have no special negative or positive attitude towards Ethiopians | 26 | 25.5 | 22 | 20.0 | 52 | 47.3 | - | - | 2 | 1.8 | 3.17 |
| 3 | Ethiopian Women migrant workers who work in Saudi Arabia should not have special relation with female or male employer | 6 | 5.5 | 27 | 24.5 | 16 | 15.7 | 51 | 46.4 | 2 | 1.8 | 3.13 |
| 4 | It is possible to avoid abuse by understanding the characteristics of the employer | 3 | 2.7 | 27 | 24.5 | 13 | 12.7 | 50 | 45.5 | 9 | 8.2 | 3.31 |
| 5 | Ethiopian women migrant workers who work in Saudi Arabia face abuse because of lack of knowledge and skill | 15 | 13.6 | 29 | 26.4 | 11 | 10.9 | 45 | 40.9 | 2 | 1.8 | 2.80 |
| 6 | Ethiopian women migrant workers who work in Saudi Arabia face abuse because of their action that they take to get more money | 17 | 15.5 | 41 | 37.3 | 2 | 1.9 | 42 | 38.2 | - | - | 2.61 |

Table 7: Analysis of the women’s Migrant workers attitude towards the causes of abuse in Saudi Arabia

As shown in table 7 item 1 statement, women migrant workers of other countries are not facing abuse by their Employers like Ethiopians. The question was designed to measure the respondent attitude about abuse of other countries. The result of the respondents presented as follows. Some of the respondents 50 (49.0%) agreed with statement. The research conducted by ILO also supported this idea. It says Ethiopian women migrant workers in Arab countries paid less because of their less skill and awareness. Most of them are serving as a cleaner and gets on average 100 US dollar. But the trained Philippine women get up to 400 US dollar (ILO, 2009).

Among the respondent 22(20%) couldn't decide with the idea which says women migrant workers of other countries are not facing abuse by their employers like Ethiopians. Among the respondents 15 (13.6 %) disagreed and 8 (7.3%) strongly agreed. The rest 7 (6.4%) strongly disagreed with the statement. The mean score for this statement is 3.35.

Item 2 of table 7 was designed to know the respondent's outlook towards Saudi Arabia employers. The statement says Arab employers have no special negative or positive attitude towards Ethiopians. Among the respondents 52(47.3%) can't decide on the idea. Among the respondents 26 (25.5%) of the respondent strongly disagreed and 2(1.8%) strongly agreed. But some of the respondents 22(20%) of them agreed. The mean score 3.17 shows as the most of the respondents agree with the statement.

The researcher also interviewed women migrant workers who said Saudi Arabia employers have positive attitude towards Ethiopian than others during oral question. They reported as "Ethiopian women migrants devote much of their time on working. They are hard workers. On the contrary, women from Philippines and Indonesia waste their time by caring only for themselves or decorating. Because of this reason Saudi Arabia employers prefer Ethiopians." (Code G-1, from Gullele sub-city, April 12, 2016, at 1:30 pm).

On the contrary there was a respondent who said Saudi Arabia employers have more positive attitude for women like Philippines and Bangladesh. “Saudi Arabia employers prefer women from Philippines and Bangladesh than Ethiopians. This may be due to their ability to speak Arabic and English language or similarity of religion” (Code Y-2, from Yeka sub-city, April 14, 2016, at 11:00am).

The view of this respondent`s on the other hand support the idea that knowing language of the Saudi Arabia help for those who want to work there.

Another interviewee told the researcher the following story.

There was a Saudi Arabia employer who hired a housemaid from another country. The housemaid had some personal problem. As a result, she fired her and hired a woman from Ethiopia who learned up to a college level. She eats food together With her employers as they loved her. Even they take her for leisure together with the family. (Code K-2, from Kirkos sub city, April 13, 2016, at 11; 00 am).

In table 7 item 3, there is a statement which says Ethiopian Women migrant workers who work in Saudi Arabia should not have special relation with female or male employer. Among the respondents 51(46.4%) agreed and 2(1.8%) strongly agreed with the statement. Among the respondents 21.8(24.5%) of them disagreed with the statement and 16 (15.7%) wanted to staying neutral. Among the respondents 6(5.5%) strongly disagreed.

The mean score 3.13 shows as most of the respondents agree with the statement which says, Saudi Arabia employers have no special negative or positive attitude towards Ethiopians.

The researcher understands how the issue is serious and become among the main reason for the conflict that arises between employer and employee from the following oral question too.

“When I was working in one family, the madam forced me to work for long time. But her husband opposes this. Because of this she began to assume as we have sexual relationship and

confront me physically. Finally I left their home.” (Code B-2, from Bole sub city, April 13, 2016, at 11; 30 am).

This idea supported by the psychological theories focused on personality and mental characteristics of the abuser. According to this theory, characteristics associated with individuals who abuse others include low self- esteem, isolation from social support, a manipulative nature, and a desire for power and control ((Baron and Byrne, 2004).

In table 7 item 4, the following statement is written. It is possible to avoid abuse by understanding the characteristics of the employer. Among the respondents 50 (45.5%) agreed and 9(8.2%) of the respondent strongly agreed with the idea. But among the respondents 27 (24.5%) disagreed and 3(2.7%) strongly disagreed with the idea. And also 13 (12.7%) preferred to stay neutral. The mean score 3.31 implies that as the most of the respondents agree with the statement.

In table 7 items 5 says, Ethiopian women migrant workers who work in Saudi Arabia face abuse because of lack of knowledge and skill. Some of the respondents 45 (40.9%) agreed and 2(1.8%) strongly agreed with the idea. On the contrary 15(13.6%) strongly disagreed and 29(26.4%) of the respondents disagreed .Among the respondents 11(10.9%) couldn’t decide on the idea. The mean score 2.80 implies as most of the respondents disagreed with the idea.

Item 6 of the same table, contains the following statement. Ethiopian women migrant workers who work in Saudi Arabia face abuse because of their action that they take to get more money. Some of the respondents 42 (38.2 %) agreed with the statement. Those who count 41(37.3%) disagreed and 17(15.5%) strongly disagreed with the idea. The rest 2(1.9%) couldn’t decide. The mean score 2.61 shows most of the respondents disagreed with it.

Table 8: Summary of One Way ANOVA on the Cause of Abuse in Saudi Arabia Across Background Variables

| No | Item | Sum of Squares | d/f | Mean Square | F | Sig | |
|----|-----------------------------------|----------------|---------|-------------|-------|-------|------|
| 1 | Age of Respondents | Between Groups | 23.059 | 3 | 1.153 | 1.220 | .258 |
| | | Within Groups | 84.114 | 98 | .945 | | |
| | | Total | 107.173 | 101 | | | |
| 2 | Religion of Respondents | Between Groups | 35.738 | 3 | 1.787 | .962 | .514 |
| | | Within Groups | 165.253 | 98 | 1.857 | | |
| | | Total | 200.991 | 101 | | | |
| 3 | Educational Status of Respondents | Between Groups | 13.518 | 3 | .676 | 1.165 | .304 |
| | | Within Groups | 51.655 | 98 | .580 | | |
| | | Total | 65.173 | 101 | | | |
| 4 | Marital Status of Respondents | Between Groups | 6.223 | 3 | .311 | .756 | .758 |
| | | Within Groups | 36.650 | 98 | .412 | | |
| | | Total | 42.873 | 101 | | | |

Table 8: Analysis of summary of one way ANOVA on the cause of abuse in Saudi Arabia Across Background Variables

In table 8 item 1, summary of one way ANOVA, shows that Age ($F= 1.220$, $d/f =101$, $P>0.05$) Therefore, it is inferred that the respondents had not similar thought on the matter. It may be as the results of the respondents had not common area of understanding about their problem they face and understanding had contributed for their age as they expected.

In item 2, in terms of religion ($F= 0.962$, $d/f =101$, $p> 0.05$). Therefore there is statistically significant difference in the attitude about working in Saudi Arabia in religious context.

In the Table 8 item 3, the educational status ($F=1.110$, $d/f=101$, $p<0.05$). Therefore there is statistically in significant difference in the problem they face about working in Saudi Arabia, in other words there is agreement. In the interview the respondents responded that the women from the rural area would face more challenge.

In the table 8 item 4, Marital status ($F=0.541$, $d/f= 101$, $P>0.05$). Therefore there is no statistically significant difference in the problem they face about working in Saudi Arabia, in other words there is agreement.

For the statements of this category different results are obtained. The mean score of the statement which says, Ethiopian Women migrant workers face abuse because of lack of the necessary skill and psychological readiness is 3.38, (in table 3 item 6). This indicates that the role Ethiopian women migrant workers themselves have. Most of the respondents agreed with the idea which says women of other countries are not facing abuse by their employers. We understand this from the mean score 3.35, (in table 7 item 1). The research conducted by ILO in 2009 supported this idea. It says Ethiopian women migrant workers in Saudi Arabia paid less because of their less skill and awareness. Most of them are serving as a cleaner and gets on average 100 US dollar. But the trained Philippine women get up to 400 US dollar.

For the statement which says Saudi Arabia employers have no special negative or positive attitude towards Ethiopians mean score is 3.17. This indicates conflict arises not of an Ethiopian or other country nationalities. With the statement which says it is possible to avoid abuse by understanding the characteristics of the employer majority of the respondents agreed. The mean score of this statement is 3.31. On the other hand most of the respondents disagreed with idea which says Ethiopian women migrant workers who work in Saudi Arabia face abuse because of lack of knowledge and skill. Mean score 2.80 indicate this. 2.61 is mean score of the statement which says Ethiopian women migrant workers who work in Saudi Arabia face abuse because of their action that they take to get more money. The mean score show as they disagree with the idea. When we look summary of one way ANOVA there is no difference regard to age, residence, religion and marital status. But there is difference in terms of religion.

4.5 Analysis of the Women’s Migrant Workers Attitude towards the Necessary Care in Saudi Arabia

The statements of this category were designed to measure the respondents stand about the necessary care in Saudi Arabia. The result of the respondents with the table and its analysis is presented as follows

Table 9 Analysis of the Women’s Migrant Workers Attitude towards the Necessary Care In Saudi Arabia

| No | Statement | Rating Scale | | | | | | | | | | Mean |
|----|--|--------------|------|----|------|----|------|----|------|---|---|------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | |
| | | N | % | N | % | N | % | N | % | N | % | |
| 1 | A woman migrant worker should arrange a means that she can be communicate with her relatives and Embassies | - | - | 33 | 30.0 | 27 | 24.5 | 42 | 41.2 | - | - | 3.02 |
| 2 | A woman migrant worker who work in Saudi Arabia should not look for the order of her Employers | - | - | 40 | 36.4 | 15 | 13.6 | 47 | 46.1 | - | - | 2.77 |
| 3 | A woman migrant worker who work in Saudi Arabia should inform to Employers when she face a problem | 1 | 0.9 | 30 | 27.3 | 15 | 13.6 | 56 | 54.9 | - | - | 3.16 |
| 4 | A woman migrant worker who work in Saudi Arabia should make her relation only with female Employer | 3 | 2.7 | 25 | 22.7 | 11 | 10.0 | 63 | 61.8 | - | - | 3.22 |
| 5 | Gov. should not impose strict control on Saudi Arabia travel | 3 | 30.4 | 43 | 39.1 | 3 | 2.7 | 25 | 22.7 | - | - | 2.06 |

Table 9: Analysis of the women’s migrant workers attitude towards the necessary care in Saudi Arabia

As presented on table 9 item 1, there is a statement which says; a woman migrant worker should arrange a means to communicate with her relatives and Embassies. Some of the respondents 42 (41.2%) agreed with the idea and 33(30.0%) disagreed with the idea. Among the respondent 27 (24.5%) couldn't decide on the statement.

According to the mean score 3.02, most of the respondent agree with the statement which says, a woman should arrange a means that can communicate with her relatives and Embassies.

As indicate in table 9 item 2, there is a statement which says a woman migrant worker who work in Saudi Arabia should not look for the order of her Employers. 47 (46.1%) of the respondent confirmed their agreement and 40 (36.4%) of the respondents disagreed. Among the respondents 15 (13.6%) couldn't decide on the statement. The mean score 2.77 implies that most of the respondent disagree with the statement.

In a table 9 item 3, there is a statement which says, a woman migrant worker who works in Saudi Arabia should inform to Employers when she faces a problem. The majority of respondents 56(54.9%) agreed with this idea. But 30 (27.3%) disagree and 15 (13.6) couldn't decide on the statement. The mean score 3.16 shows that most of the respondents agreed with the statement.

In table 9 item 4, the following statement is given. A woman migrant worker who works in Saudi Arabia should make her relation only with female Employer. Majority of the respondents 63(61.8%) agreed with it. On the other hand 25 (22.7%) of them disagreed with the statement and 11(10.0%) of the respondent couldn't decide. The mean score 3.22 implies that as most of the respondents agreed with the idea.

As indicated in the Table 9 item 5, there is also a statement which says, Government should not impose strict control on Arab countries travel. Some of the respondents 43 (39.1%) disagreed and 31 (30.4%) strongly disagreed with the statement and 25 (22.7%) agree with the idea. 3 (2.7%) couldn't decide on the statement. The mean score 2.06 implies that most of the respondent disagree with the statement.

Table 10 Summary of One Way ANOVA of Defiance on the for Necessary Care in Saudi Arabia across Background Variables

| No | Item | | Sum of Squares | d/f | Mean Square | F | Sig |
|----|-----------------------------------|----------------|----------------|-----|-------------|-------|------|
| 1 | Age of Respondents | Between Groups | 4.678 | 3 | .520 | .507 | .866 |
| | | Within Groups | 102.495 | 98 | 1.025 | | |
| | | Total | 107.173 | 101 | | | |
| 2 | Religion of Respondents | Between Groups | 13.197 | 3 | 1.466 | .781 | .634 |
| | | Within Groups | 187.794 | 98 | 1.878 | | |
| | | Total | 200.991 | 101 | | | |
| 3 | Educational Status of Respondents | Between Groups | 5.869 | 3 | .652 | 1.100 | .370 |
| | | Within Groups | 59.303 | 98 | .593 | | |
| | | Total | 65.173 | 101 | | | |
| 4 | Marital Status of Respondents | Between Groups | 1.989 | 3 | .221 | .541 | .842 |
| | | Within Groups | 40.884 | 98 | .409 | | |
| | | Total | 42.873 | 101 | | | |

Table 10: Summary of one way ANOVA of defiance on the for necessary care in Saudi Arabia across background Variables

From one way ANOVA in table 10 item 1, shows that Age ($F= 0.507$, $d/f =101$, and $P>0.05$) Therefore, it is inferred that the respondents had not similar thought on the matter.

In table 10 item2, in terms of religion ($F= 0.781$, $d/f =101$, $p> 0.05$). Therefore there is no statistically significant difference in the need for care about working in Saudi Arabia,

As shown in the table 10 item 3, the educational status ($F=1.110$, $d/f=101$, $p>0.05$). Therefore there is no statistically significant difference in the need for care about working in Saudi Arabia, in other words there is agreement.

As indicate in the table 10 item 4, Marital status ($F=0.541$, $d/f= 101$, $P>0.05$). Therefore there is no statistically significant difference in the need for care about working in Saudi Arabia, in other words there is agreement.

Four statements were given under this category to know or measure the respondent's attitude towards the necessary care in Saudi Arabia. For the statement which says a woman migrant workers should arrange a means that can communicate with her relatives and Embassies the mean score is 3.02. It implies most of the respondents agreed with the idea. Most of the respondents consider it as a one means of escaping from abuse. A woman migrant who work in Saudi Arabia should look for the order of her Employers. The average mean score 2.77 indicate this.

According to the mean score 3.16, most of the respondent agreed with the statement which says a woman migrant workers who work in Saudi Arabia should inform to Employers when she face a problem. Most of them prefer to make their relation with female employer. The mean score 3.22 of the statement which says a woman migrant workers who work in Saudi Arabia should all in all with the female Employer prove this.

There is no difference in terms of age, residence, religion, marital and educational status regard to the necessary care in Saudi Arabia. Summary of one way ANOVA also show this.

CHAPTER FIVE

5. Summary, Conclusion and Recommendations

5.1 Summary

The primary purpose of this research is to assess causes contributing to the abuse of Ethiopian Women migrant workers worked in Saudi Arabia. Questionnaire and interview were the principal data gathering instruments. The research was conducted to answer the following questions.

1. What are the causes that contribute for the abuse of Ethiopian women migrant workers who are working in Saudi Arabia?
2. Do Ethiopian women migrant workers who are working in Saudi Arabia have a role for the abuse?
3. How Ethiopians women migrant workers differ or resemble from women of other countries in facing abuses?
4. What should be done to reduce the problem?

The statistical tools utilized for the analysis of the data were frequency, percentage, mean, standard deviation and one way ANOVA. Accordingly, based on the analysis the result, is summarized as follows.

1. The finding with respect to the general outlook towards working in Saudi Arabia to improve livelihood is less.
2. The respondents agreed on the idea which says working in Saudi Arabia generate more money than working in Ethiopia.
3. The importance of education was highlighted.

4. The respondent confirmed that Ethiopian women migrant workers who are working in Saudi Arabia contribute for the abuse they face.
5. As they highlight, it is possible to minimize the problem by understanding the behavior of the employer.
6. Ethiopian women migrant workers in Saudi Arabia resemble or differ from women of other countries in facing abuse because of their less skill of house equipments and awareness. Most of them are serving as a cleaner and gets on less salary compare to other countries.

Summary of one way ANOVA shows as there is no significant difference in terms of age, residence, as well as educational and marital status for attitude working in Saudi Arabia. But there is significant difference in terms of religion.

Summary of one way ANOVA for prior information shows as there is no difference in terms of age, residence, and religion, marital and educational status.

Summary of one way ANOVA for the necessary care in Saudi Arabia, there is no difference in terms of age, residence, religion, marital and educational status.

In relation to women's migrant workers attitude towards the cause of Abuse in Saudi Arabia there is no difference regard to age, residence, religion and marital status. But there is difference in terms of religion.

5.2 Conclusion

Researchers and scholars in their theory as well as this study substantively asserted that economic factor is the main reason for labor migration. This is un-debatable phenomenon. Because of this economic factor, many Ethiopians go to Arab countries especially Saudi Arabia every time. Through this process they face abuse. Most of the time Arab employers mentioned as the main cause for the abuse. It is not heard about the contribution of Ethiopian women migrant workers themselves for the abuse.

In this study, an attempt was made to investigate this issue accordingly, most of the women migrant workers who participated in filling questionnaire preferred working in their country. But because of economic reason, they consider working in Saudi Arabia as a better option. To do this prior knowledge about the Arab countries especially Saudi Arabia culture, language, people`s living style is important. According to the participants, Arab employers are not the only reason for the abuse that Ethiopian women migrant workers face. There are a lot of factors that contribute for the abuse on the side of the Ethiopian women migrant workers.

These factors are mainly related with lack of skill and knowledge. As remedy, women migrant workers who want to go to Saudi Arabia to work need to have the necessary knowledge and skill. The plan launched recently by the Ministry of Labor and Social Affairs of Ethiopia will help in this regard. According to the plan only women migrant workers who trained in TVET level and passed the COC exam are allowed to go to Arab countries especially Saudi Arabia . The training time will take up one up to three months depending on their back ground.

5.3 Recommendations

Based on the finding and conclusion the following recommendations are made:

1. Training Ethiopian women migrant workers who want to work in Saudi Arabia as domestic worker is one of the most important mechanisms to empower them with the necessary skill and knowledge. Cooking and housekeeping are the most common skills that should be imparted as skills for the women migrant workers. The GoE has started engaging the migrant workers through cooperating with national and international organizations. But it has to be scaled up considerably as the need is very high.
2. They should also be provided with important information about the Arab country's especially Saudi Arabia culture and value. Cross cultural management is inevitable. The GoE, with support from Saudi Arabia Embassy, national and international organizations has to identify the salient points that should to be covered and adapted when one travel to Arab countries such as Saudi Arabia.
3. A training center which provides intensive pre- departure training should be established with a well-designed curriculum. A private sector should also participate in the process. The GoE, in collaboration with national and international organizations, has started to establish training centers including TVETs at Woreda level. But a national coordination body is necessary as the Ministry of Labor and Social Affairs (MoLSA) is very busy in so many aspects. This training focused body may be supervised by MoLSA but should be bestowed with its own autonomy.
4. The participation of governmental and non-governmental organization as well as religious and social institutions is important at regional, zonal and *woreda* levels. There are initiatives here and there. But lack of autonomous coordinating body left the efforts scattered and fruitless. This recommendation can be coupled with recommendation number four.

5. It is also important to create awareness in the mind of the family of the migrant workers on how lack of knowledge and skill backfire; how it becomes reason for the abuse of Ethiopian women migrant workers face in Saudi Arabia. Lack of awareness is the major setback for women migrant workers. The family is the major push factor in migration. If received enough information, family members will encourage the journey to be legal or they may reverse the situation that may affect their women migrants to leave the journey.
6. Finally, the researcher recommends that further research needs to be conducted on women migrant workers who have the experience of working in Arab countries especially Saudi Arabia and on those who are in process to go regarding their expectations the jobs, employers, and the culture of the country.

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