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MIGRANT WOMEN'S VULNERABILITY TO VIOLENCE: THE CASE OF ETHIOPIAN
WOMEN DOMESTIC WORKERS RETURNED FROM MIDDLE EAST

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BY: MARKOS GETAHUN

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APPROVED BY EXAMINERS

Advisor

Signature & Date

External Examiner

Signature & Date

Internal Examiner

Signature & Date

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List of Acronyms

AABoLSA – Addis Ababa Bureau of Labor and Social Affairs

AAU – Addis Ababa University

CEDAW - Convention on the Elimination of All Forms of Discrimination against Women

DEVAW - Declaration on the Elimination of Violence against Women

FDRE MoFA – Federal Democratic Republic of Ethiopia Ministry of Foreign Affairs

FDRE MoLSA - Federal Democratic Republic of Ethiopia Ministry of Labor and Social Affairs

IHRC – International Human Rights Clinic

ILO – International Labor Organization

IOM – International Organization for Migration

ME – Middle East

MRI–Magnetic Resonance Imaging

NGO – Non Governmental Organization

PEA – Private Employment Agency

PPS– Probability Proportionate to Size

SPSS - Statistical Package for Social Science

UN – United Nations

USA – United States of America

VAW - Violence against Women

WHO – World Health Organization

Abstract

The aim of this research was to assess the Ethiopian migrant women domestic workers' vulnerability to violence in the ME due to the factors evolved from the home or supplier country side. The factors covered in this study were personal as well as interpersonal skills and qualities of the workers themselves, local institutional capacities which facilitated the employment process and the structural factors attached to the workers like sex, race and others. The study used multi-stage and purposive sampling technique and had 85 returnees from the ME as a sample size. The returnees were residing in temporary shelter and taking skill training in sponsored institutions. This paper employed mixed research designs to draw conclusion from the facts discovered. To attain this objective, the study utilized both interview and questionnaire survey. The interview was made with six key representatives of institutions. The data was analyzed using Factor Analysis Statistical Model. Then the data organized, tabulated, depicted, and described. At the beginning of the findings of each parameter of the study, previous research findings were presented to support and describe the results of this study. Both the quantitative and the qualitative research methods found that the interviewees returned from the ME were vulnerable to violence due to local side factors. Therefore, prospective migrant domestic workers, GOs, NGOs and other stakeholders should play their role to minimize vulnerability of workers to violence.

Chapter One

Introduction

Background of the Study

Violence against Women refers to any act of gender based violence that results in, or is likely to result in, physical, sexual and psychological harm to women and girls, whether occurring in private or in public (United Nations (UN) General Assembly, 1993, p.2). Within this definition other harmful acts are included such as early marriage, honor crimes and deprivation of inheritance rights.

Violence and discrimination against women has been considered as an international grave human rights violation (UN General Assembly, 1979, pp. 1-10).

Surabhi (2010) said that among the victims of violence against women, domestic workers constitute the major share. Based on this study domestic work has noted the increase in the numbers of migrant female domestic workers in the cities. It has also observed that domestic work is highly informal in its organization and highlighted the vulnerabilities of domestic workers who belong to the poorer and uneducated sections of society (p.1).

There is also no uniformity or regulation of the hours of work, number of working days in a week, and other conditions of work. There is no security of employment and many workers suffer from occupational health problems. The conditions of work and lower socio-economic status of these workers gives sufficient pointers to the possibility of physical and sexual violence against them, which is largely under-reported. Thus, the wage setting, conditions of work and working hours are immensely flexible. Workers have limited bargaining power and have to accept the wages and working conditions offered by the employers. The fear of losing

employment with an increase in the number of migrant labor competing for such employment affects the bargaining power of these workers (Neetha, 2009, p.498).

The focus area of this study is therefore the ME where many nonprofessional or unskilled Ethiopian women workers are choosing now days. This can be due to several reasons like economic betterment, employment opportunity and family pressures.

Women's motivation to migrate may be influenced by situations where discrimination, for example in the labor market, is prevalent. Prejudice against certain categories, such as single mothers, wives, widows can also act as a push factor (International Organization for Migration (IOM), n.d., p.1).

However, from time to time, violations of women rights are getting prevailed. Therefore the Ethiopian victim who returned from the ME will be the target area and will serve as a case study for this research and eager to look at the extent to which the supplier, local or employee side factors: individual, interpersonal, institutional and structural which might help to explain the causes of violence against Ethiopian women domestic workers in the region.

Statement of the Problem

The International Labor Organization (ILO) in its Global and Regional Statistics and the extent of legal protection (2013) explain the statistics concerning domestic workers that 53 million domestic workers deployed across the world. The sector grew significantly over the 15 years from 1995 to 2010 – by almost 20 million – and in 2010 accounted for 1.7% of global employment. It is a universal feature that domestic work is predominantly carried out by women, many of whom are migrants or members of historically disadvantaged groups. The nature of

their work which by definition is carried out in private homes means that they are less visible than other workers and are vulnerable to abusive practices (p.39).

In India in 2004-2005, the number of workers employed in private households, largely domestic workers were 4.75 million. Of these, 3.05 million are women workers in urban areas, making the sector the most prominent in female employment in urban areas. The female share of the sector is as high as 71.6%, which shows an increased trend over the period. The category of housemaid/servant shows a high degree of feminization, with 87.4% of the workers in the category of domestic work being females (Neetha, 2009, p.492).

Many domestic workers spend 24 hours a day, seven days a week in the homes of their employers. Some never receive days off from work and have little contact with the outside world throughout their entire contract period. Even when their basic right to a day of rest is respected, many may not be allowed to leave the home of the employer. This seclusion from the outside world invariably enables employers to exert full control over the lives of the domestic workers they hire (Sawsan, 2010, p.11).

There is growing awareness that “violence at work is not merely an episodic individual problem but a structural and strategic problem rooted in wider social, economic, organizational and cultural factors. Consequently, response should be addressed to tackle the causes rather than the effects of violence” (Duncan & Vittorio, 1999, para. 23-24).

According to Albert and Jeffrey (1994) most of more than 2,000 studies of violence published since 1945 have been descriptive and focused either on individual-level correlates of violent offending or, to a much lesser extent, on community-level correlates of violence rates. As a consequence, extant reviews tend to emphasize individual-level factors (especially age, race,

and sex) or particular classifications such as family violence and criminal career violence. By contrast, the goal of some reviews is to show how a multilevel perspective on both victimization and offending (pp.1-6).

On arrival in the country of destination, violence and discrimination continue to be part of the lives of many migrant women as they experience dual vulnerability to violence. This is primarily due to their status as women, reflecting gender inequalities existing in both origin and destination societies, as well as their status as foreigners. Often, these two main causes of vulnerability intersect with additional risk factors. Of 145 domestic workers from Sri Lanka working in the Arab states and sampled in a study, 17% had been sexually harassed and 5% had been raped (IOM, n.d., p.1).

However, the main goal of this study was to show how Ethiopian migrant women domestic workers are vulnerable to violence due to risk factors of victimization which substantially increase the vulnerability of the workers. The risk factors covered by this study were individual qualities of workers, their level of interpersonal skills, the follow up system of local institutions which facilitated the migration and lastly the structural factors attached to the workers.

In addition, the researcher sought to move away from assessing physical, sexual, psychological and other types of violence and their intensities mostly from employer perspective which have been amply addressed in previous researches and reports, and to focus instead on how factors in employees or domestic workers' side contribute to their vulnerability to violence. Thus the paper focused on assessing violence vulnerability of Ethiopian migrant women domestic workers in ME via examining the contribution of local or supplier side factors.

The IOM (2009) report indicated that in several countries of the ME and North Africa region, there have been numerous reports of abuse and exploitation committed by employers against female migrant domestic workers. The risk of facing violence is increased by factors such as – but not limited to – legal status, age, class, culture, ethnicity, religion, sexual orientation, gender identity or disability. The report also revealed that lack of skill on the local language, inadequate access to appropriate jobs, limited knowledge of their rights and, in certain cases, earlier experiences of violence in their home communities all combine to reduce migrant women's capacity to protect themselves against abusive situations. Social isolation and diminished contact with family and community networks may increase the likelihood of migrant women suffering from severe forms of violence and for longer periods of time (IOM, 2009, p.220).

Extreme dependency on an employer, lack of rights, the isolated and unprotected nature of domestic work, their often precarious legal status in the destination country, their lack of knowledge of the local language and laws make them especially vulnerable to abusive practices. Reports of physical and sexual violence, psychological abuse, non-payment of wages, debt bondage and abusive living and working conditions are also frequent in many countries. The formal skill requirements for domestic work are relatively low. Further, the bargaining power of domestic workers is often weak, especially in the face of employment and where domestic workers lack strong representative organizations. The report concluded that these factors lead to lower wages for domestic workers (ILO, 2013, p.44&84).

Hence this study tries to assess vulnerability of migrant domestic workers due to local or supplier side factors which implies the research tries to use inside out approach. So the study

assumes if once factors that contribute to the vulnerability of domestic workers from the supplier side are identified, it is a half way gone to solve violence against domestic workers.

Research Questions

This thesis tries to assess vulnerability of Ethiopian migrant women domestic workers due to supplier or local side independent variables (employee side individual, interpersonal, institutional and structural causes). Therefore, the study seeks to provide answers to the following research questions:

- I. Are there any contribution of supplier/local side variables (individual, interpersonal, institutional and structural factors) to vulnerability of the domestic workers to violence?
- II. How do stakeholders in the employment or migration process prevent and respond to the violence against Ethiopian women working in ME as domestic workers?

Research Objective

The general objective of the study is to assess the contribution of supplier/local side factors to vulnerability of the domestic workers to violence. Other specific objectives of the study are:

- To assess the contribution of supplier/local side individual, interpersonal, institutional and structural factors to the domestic workers' vulnerability to violence.
- To examine how supplier/local side stakeholders who participated in the migration process of domestic workers respond to violence against Ethiopian women working in the ME as domestic workers.

- To inform and recommend MoLSA, MoFA, PEAs, prospective Ethiopian women domestic workers and their families about upgrading and improving individual, interpersonal, institutional and structural factors before departure.
- Finally, to provide social work implication of the study

Research Hypothesis

In order to provide answers to the basic questions raised above, the following hypotheses will be tested in the research work:

H₁: Low individual qualities of Ethiopian migrant women domestic workers increase their vulnerability to violence.

H₂: Low interpersonal skill of Ethiopian migrant women domestic workers heightens their vulnerability to violence.

H₃: Limited institutional capacity of the labor supplier country makes the Ethiopian migrant women domestic workers vulnerable to violence

H₄: Unfavorable structural grounds (Employees' feminine gender, workers' black race, workers' different religion and culture from the employers, low bargaining power and unionization) of Ethiopian migrant women workers intensify their vulnerability to violence.

Significance of the Study

The findings of this study are significant for the following reasons. The findings of this study will give highlight to the prospective passengers about what to fulfill in the pre-migration stage at least it will be informative. The findings of the study will also help the government, PEAs and other concerned bodies in providing input for their future actions to alleviate the problems, to maintain, improve or totally change the existing system of migration related to domestic work to the ME.

In addition to the above importance, it will help the researcher in gaining more knowledge regarding the topic and to contribute to the existing body of knowledge. The study will also help in informing the policy makers, actors in the system and researchers working in similar or related topics as their part of reference.

Furthermore, according to Nancy and Ann (1996), the cause of violence against women can be assessed using victim and/or offender side/s (p.49). Due to this the researcher believe that if local contributing factors to violence are going to be identified and solved, Ethiopian migrant women domestic workers' vulnerability to violence will be reduced highly.

Scope and Limitation of the Study

Since the researcher has access to domestic workers who are returned from the ME, the research became limited to assess only vulnerability to violence due to supplier/local side contributing factors. Offenders' opinion is not included due to their inaccessibility to the researcher.

Though there may be so many kinds of violence against women happening in different parts of the world, the study focuses on violence happened in the ME specific to violence against Ethiopian women domestic workers. It is because thousands of Ethiopian women migrate to the ME for the purpose of getting job while violence on them is aggravated.

Another reason for choosing Ethiopian women as a sample is because the author of the thesis is an Ethiopian and has access to information relating to statistics, sample interviewee and other secondary data from concerned and responsible bodies like MoLSA.

Organization of the Paper

This study has five chapters which include the following contents. Chapter One - Introduction, Chapter Two - Review of Related Literature, Chapter Three – Research Design Methodology, Chapter Four – Findings of the study and Discussions and the last chapter will be Chapter Five – Summary, Conclusion, Recommendation and Social Work Implication.

Chapter Two

Review of Literature

The aim of this review of literature is to assess the existing knowledge about violence against women specifically on violence against migrant domestic workers and to have clear picture of causes, understandings and gaps in the existing body of knowledge. The review addresses the following: Understanding violence against women; Forms of violence against women; Work place violence against women; Migration and human rights; and Causes of violent offending and risk factors for victimization.

Understanding Violence against Women

The World Health Organization (WHO) in its 2002 global report (as cited in Caroline, 2004) defines violence as “the intentional use of physical force or power, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, mal development or deprivation”(p.4).

Most generic definitions present violence as the use of physical force, which causes hurt to others in order to impose one’s wishes. Broader definitions, however, extend beyond physical violence to refer to psychological hurt, material deprivation and symbolic disadvantage. It extended the notion of violence beyond situations of overt brutality to include more implicit forms such as exploitation, exclusion, inequality and injustice (Caroline, 2004, p.4).

National Research Council of USA carryout this study which is a comprehensive review of research applicable to the understanding and control of violence. According to this review definitions of violence against women vary from study to study. Some studies of sexual assault were limited to rape others included physical contact in addition to rape and still others used a

very broad definition that included noncontact abuse. It concludes that the definitions need to take into account the full range of abuse experienced by women, sexual, physical, and psychological, and acknowledge the commonalities among, as well as unique aspects of, those forms of violence. This will allow for the assessment of multiple types of violence against women. "There is little consensus in the still evolving field on exactly how to define violence against women" (Albert & Jeffrey, 1994, p.2).

According to Nancy and Ann (1996) many theorists and researchers have sought to answer the question of causes of violence specially violence against women in their own perspective: biologic factors like hormonal influences, intra psychic explanations focused on mental disorder, social learning models that socialization experiences shape individual men to be violent, socio cultural analyses aimed at understanding the structural features of society at the level of the dyad, family, peer group, school, religion, media, and state that encourage male violence and maintain women as a vulnerable class of potential victims; and feminist explanations stressing the gendered nature of violence against women and its roots in patriarchal social systems (pp.49-51).

Nancy and Ann (1996) summarizes that due to this fragmented perspective of understanding the causes of violence, significant gaps exist in understanding of the extent and causes of violence against women and the impact and effectiveness of preventive and treatment interventions. The consequences of this violence against women may be long-lasting and the consequences go far beyond the individual female victims, affecting their children, families, and friends, as well as society at large (p.2).

Women are more likely to be victimized by male offenders than by female offenders. In one urban emergency room, violence was the most common cause of injury to women between the ages of 15 and 44 and the second most common cause of injury for all women. Finally, women are far more likely than men to be sexually assaulted (Albert & Jeffrey, 1994, p.405).

International Journal of Women's Health (2011) is the study aims to get clear, accurate, and appropriate assessment of gender based violence (specifically emotional, physical and sexual violence) incidence and prevalence among Jordanian Arab women. "In terms of the prevalence of lifetime abuse, the study concludes that 39% of women reported emotional abuse, 30% physical abuse, and 6% sexual abuse"(p.79).

According to Nancy and Ann (1996) report a vital part of understanding a social problem, and a precursor to preventing it, is an understanding of what causes it. This report added that "the causes of violence against women have consisted of two lines of inquiry: examination of the characteristics that influence the behavior of offenders and consideration of whether some women have a heightened vulnerability to victimization". Simultaneously research has sought causal factors at various levels of analysis, including individual, dyadic, institutional, and social (p.49).

Forms of Violence against Women

Nicola (2005) discussed the main issues on gendered migration in the context broad themes set out by the Global Commission on International Migration (GCIM). Based on the paper the main forms of discrimination and abuse are the state where there are clear gender differences with either men or women being more affected can be identified by Exploitative Terms of Work; Restrictions on the Freedom of Movement; Labor Market Discrimination against Women; Dangerous and Degrading Working Conditions; Gender-Based Violence in the

Workplace; Gendered forms of Racism against Women Migrant Workers; Restrictions on Migrant Women's; Ability to Organize for their Rights (pp.38-39).

According to Galtung (as cited in No-More-War Blog, 2010) there are three forms of violence: Direct violence: The most visible form, hurting people physically; Structural violence: The type of violence that is embedded into systems; Cultural violence: Embedded stories glorifying and normalizing war and violence.

Based on New York State Office for the Prevention of Domestic Violence (as cited in Domestic Violence Response Team, 2013), there are five forms of domestic violence: Physical - Inflicting or attempting to inflict physical injury and withholding access to resources necessary to maintain health; Sexual - Coercing or attempting to coerce any sexual contact without consent and attempting to undermine the victim's sexuality; Psychological - Instilling or attempting to instill fear and isolating or attempting to isolate victim from friends, family, school, and/or; Emotional - Undermining or attempting to undermine victim sense of worth; Economic - Making or attempting to make the victim financially dependent (Domestic Violence Response Team, 2013).

Violence is classified as nine distinct forms: Physical violence occurs when someone uses a part of their body or an object to control a person's actions; Sexual violence occurs when a person is forced to unwillingly take part in sexual activity; Emotional violence occurs when someone says or does something to make a person feel stupid or worthless; Psychological violence occurs when someone uses threats and causes fear in an individual to gain control; Spiritual (or religious) violence occurs when someone uses an individual's spiritual beliefs to manipulate, dominate or control that person; Cultural violence occurs when an individual is

harmed as a result of practices that are part of her or his culture, religion or tradition; Neglect occurs when someone has the responsibility to provide care or assistance for an individual but does not; Financial abuse occurs when someone controls an individual's financial resources without the person's consent and Verbal abuse occurs when someone uses language, whether spoken or written, to cause harm to an individual ("Defining Violence", 2014).

According to "Women against Abuse" (2014) abuse takes six forms: physical abuse, emotional abuse, sexual abuse, technological abuse, financial abuse and abuse by immigration status.

Caroline (2004) uses a four-fold distinction between political, institutional, economic and social violence – with each category identified in terms of the motivation for the physical act that consciously or unconsciously used to gain or maintain power (p.4).

Work Place Violence against Migrant Women

According to Nicola (2005) global estimates by sex confirm that for more than 40 years since 1960 female migrants reached almost the same numbers as male migrants (p.3). Esim and Smith (as cited in Nicola, 2005) discussed that domestic work is also the single most important category of employment among women migrants to the Gulf States, as well as to Lebanon and Jordan (p.6).

Duncan and Vittorio (1999) explained that workplace violence - be it physical or psychological - has gone global, crossing borders, work settings and occupational groups". A 1996 European Union survey based on 15,800 interviews in its 15 member States showed that 4 % of workers were subjected to physical violence; 2 % to sexual harassment; and 8 per cent to intimidation and bullying (para.3).

“Even where migration involves economic betterment for the individual concerned, the migrant may be subject to deep gender inequality, ethnic and racial discrimination in the host country” and most likely to be over-represented in marginal, unregulated, poorly paid jobs and may be subject to sexual and racial harassment (Nicola, 2005, pp.1-2).

Migration and Human Rights

Migration is a global phenomenon, deeply affecting the lives of the 200 million migrants around the globe but also the lives of those connected to them, in particular those left behind in the countries of origin. Migration is a multi-faceted experience that encompasses opportunities for personal, social and economic development but also includes risks of violence, abuse and exploitation for men and women alike (IOM, 2009, p.7).

Many migrant domestic workers face a vast array of labor and human rights violations on a daily basis. “Both the sponsorship system which allows the employer to withhold the domestic workers’ passport to prevent her from breaking the contract and the exclusion of domestic workers from the Labor Law as root causes for migrant domestic workers’ vulnerability” (Sawsan, 2010, p.6).

Nicola (2005) reviewed that in developed countries, an increasingly complex system of stratified rights and conditionality imposed on different categories of migrants has emerged, with a sharper distinction between skilled and lesser skilled. This increasing ‘bifurcation’ between skilled and unskilled migrations has been accompanied by the belief that skilled and educated workers will integrate more easily, whereas unskilled migrants are regarded as hard on the public purse (p.20).

According to Sawsan (2010), “the existing regulations do not encourage employers to respect the rights of migrant domestic workers. Regulations uphold the employer’s position of power over their employee and discourage workers who have suffered violations from seeking redress”. In this context, the employer plays a vital role in determining the living and working conditions of the migrant domestic worker in his/her employment. The study added that “since migrant domestic workers are tied to their employer for their legal status in Lebanon sponsorship system (kafala), many of these workers face detention and deportation if they run away from an abusive or exploitative situation” (pp.6-7).

The study by International Human Rights Clinic (IHRC) (2013) found that foreign domestic workers, who are overwhelmingly female, occupy an even lower social stratum, have limited independence, and have restricted freedom of movement than do other foreign workers because they are exempted from all labor laws and protections. This factor, combined with the long tradition of domestic servitude and the strong cultural value of the privacy of the home, mean that domestic workers are a group vulnerable to abuse (p.13).

In general, unskilled workers, who form the majority of migrants, are more vulnerable to rights violations as opposed to the skilled as they tend to work in the informal sectors of the labor market, or in sectors where labor standards are not applied or not applicable even for local workers. Abuses against unskilled women migrants are less well known since they are likely to occur in a more invisible situation since women migrant workers often go into individualized, unregulated work environments and often in sectors that are not organized by trade unions (e. g. domestic service, entertainment). This results in cases of exploitation, violence and harassment of domestic workers (Nicola, 2005, p.27).

Causes of Violent Offending

Nancy and Ann (1996) explained that “although current understanding suggests that violent behavior is not caused by any single factor, much of the research has focused on single causes”. The focus area of theories of violent offending are individual determinants (Physiology and Neurophysiology, Alcohol, Psychopathology and Personality Traits, Attitudes and Gender Schemas, Sex and Power Motives, Social Learning); Dyadic Contexts - the relationship, characteristics of the woman, and their communication; Institutional Influences (Family, Schools, Religion and Media) and Societal Influences (p.51).

The major risks of and vulnerabilities to violence identified by the domestic workers were sexual insecurity they have been subjected to in the employer's house; risks and vulnerabilities due to mistrust by their employer (Yared, 2006, p.82)

According to Sawsan's (2010) pilot study on the attitudes of Lebanese employers based on 129 sample employers towards migrant domestic workers which “makes clear the need for action at the structural level (the legal framework) and at the micro-level where perceptions and attitudes contribute to discrimination against and exploitation of these workers. Many migrant domestic workers face a vast array of labor and human rights violations on a daily basis”. The study remarked that the sponsorship system, the exclusion of domestic workers from the Labor Law, and perceptions and attitudes of employers as root causes for migrant domestic workers' vulnerability. Many of these vulnerable workers face detention and deportation if they run away from an abusive or exploitative situation (pp.6-11).

Based on IHRC (2013) “long tradition of domestic servitude and the strong cultural value of the privacy of the home of the employer and country of destination in general, mean that domestic workers are a group vulnerable to abuse” (p.13).in addition IHRC (2013) explained that

the legal framework for domestic workers in Kuwait is the sponsorship system, which is based on the Aliens' Residence Law of 1959. Under the system, employers act as sponsors of foreign workers' legal residency and employment. Since their stay in the country of destination is contingent on the sponsor's approval, the only option to escape such a situation is to return to the country of origin. The implications of the sponsorship system are such that many domestic workers decide to remain in an abusive labor situation (pp.25-29).

According to global and regional statistics and the extent of legal protection (ILO, 2013), "many domestic workers are still excluded from provisions that other workers take for granted with respect to essential working conditions, such as paid annual leave, working time, minimum wage coverage and maternity protection" (p.1).

Although characteristics like long working hours, low pay, absence of job security and low social status are of many informal sector occupations, the absence of legal protection makes domestic workers particularly vulnerable to many labor market exploitations (Neetha, 2009, p.504).

Risk Factors for Victimization

Nancy and Ann (1996) listed down risk factors for victimization. These are passivity, hostility, low self-esteem, alcohol and drug use, violence in the family of origin, having more education or income than their intimate partners, being young, resistance strategies used by women (active strategies such as screaming, fleeing, or physically struggling are associated with higher rates of rape avoidance) and having witnessed parental violence as a child (pp.70-72).

Surabhi (2010) interviewed 691 domestic workers who are 15 years of age and above living in different parts of India. Based on this study "domestic work is defined in terms of types

of work performed and the time spent at work, i.e., in the employer's home. Live-out and live-in are two distinct categories of domestic work". This study concludes "forms of domestic work are undervalued and not regulated – workers are underpaid or non-payment of wages, overworked and unprotected". "They have no recourse to any form of assistance when they face harassment – verbal, physical or sexual." The study further found that this vulnerability is due to the fragmented nature of those live-out domestic workers (who work in different houses, moving from one to the other), the multitude of tasks, a multiplicity of employers, lack of standards in their working conditions, the instability of employment pose challenge in documenting them and in attempts to organize them, it is often performed by poor migrant women, perception of domestic workers that the work requires no specific skills, domestic workers' ethnic and cultural distinctiveness, language difficulties and age of the domestic workers (pp.3-6).

Neetha (2009) concludes that "illiteracy, low caste and migrant status, lack of alternative employment opportunities, dependence on placement agencies, and so on, make domestic workers vulnerable to various exploitations". According to this Indian journal, as most of women domestic workers are illiterate, they are not aware of the terms of the employment contract, and can be easily exploited by the agencies as well as the employers. The agencies quite often take no responsibility for the workers and are not bothered about their working conditions or have no extended commitment attached such as support during illness (p.504).

"City growth rate is a stronger indicator of crime rates than city size. Levels of violence also show important variations based on age and gender, with young men most likely to be both the victims and the perpetrators" (Caroline, 2004, pp.6-7).

Nicola (2005) reviewed previous researches and found that skill level, Legal residency, gender and race are key axes and all can be used as stratifying, exclusionary criteria and it

heightens women migrants' vulnerability. In addition it is compounded by biased policies, regulations and practices further increase the risk to migrants' human security and rights. In turn a migrant's position in relation to these axes influences labor force participation, low status occupations and jobs, poor working conditions, and low earnings. Another important issue examined by this study is that "rights consciousness and not knowing one's rights, lack of education and/or information, as strangers migrants may be unfamiliar with the national language, laws, practice and hence less able than others to know and assert their rights" (pp.27-45).

According to Violence at Work that is conducted based on ILO's (1998) survey on violence against women (as cited in Duncan & Vittorio, 1998), "in the United States nearly a thousand Americans are murdered on the job each year and workplace homicide has become the leading cause of death for women and the second leading cause of death for men". Workers working alone outside normal hours are at special risk of suffering physical and sexual attacks (para.5).

In their report, Kea and Maarten (2011) used the data stem from Decisions for Life reports about the 14 developing countries, the data of the Wage Indicator survey and academic journals and all kinds of reports on domestic work have been used. They conclude that due to the poorly regulated and monitored recruitment system, the triangular employment relationship system, the live-in workers' working condition, language barriers, socio-cultural factors and due to lack of legislative enactments, domestic workers are vulnerable to unequal, unfair and often abusive treatment (pp.8-16).

Simone's (2010) project paper conducted based on the 2006 Italian Institute of Statistics (ISTAT) survey on violence and abuses against women inside and outside family. 400 sport clubs implementing the project; 500 schools involved; and 60,000 students participate.

Simone's 2010 paper assumes the cause for violence against women is lack of physical strength and to defend them the study proposes the use of martial arts as a means to combat aggressiveness and at the same time to provide a concrete and preventive answer to the problem of violence against women. This study suggests that teaching of martial arts in school for both sexes has double positive effect: the reduction of the tendency to violence for boys and an increase in the defensive potential for girls. In both cases, looking to the long term, these synergistic effects could contribute to a reduction in violence against women (p.80).

IHRC (2013) said vulnerability of foreign domestic workers is often compounded by the workers' personal circumstances. "The biggest group of these migrant workers consists of laborers and low-skilled workers. This lack of skills reduces female wage-negotiating leverage and makes them more vulnerable to exploitation." Moreover, many have taken on sizable debts to migrate. They therefore have a great fear of deportation. Hence those who are abused choose to run away (without their passport, which is typically held by their employer) rather than go to the police to register a complaint and take their chances in the Kuwaiti legal system. Then without their passports, they are susceptible to blackmail by threats of deportation or imprisonment if criminal charges are pending against them. The institution emphasize that runaways are the most vulnerable group of all because in some cases, these runaways are pushed into prostitution. In short, migrant domestic workers are legally vulnerable, movement restricted and politically weak to organize and fight effectively for their rights (pp.14-19).

IHRC studied that foreign domestic workers, who are overwhelmingly female, occupy an even lower social stratum, have limited independence, and have restricted freedom of movement than do other foreign workers because domestic workers typically cannot communicate effectively in Arabic with their employer or with law enforcement (IHRC, 2013, p.13).

Based on the study conducted by Yared (2006) on violence against female domestic workers, vulnerability of domestic workers to violence is due to rural characteristics of workers, lack of fluency and speaking accented language of the employer's language, lack of knowledge and experience in urban family, lack of knowledge and skills in modern house making and lack of coping mechanisms when there is abuse trial (p.70-77).

ILO (2013) report explained that domestic workers also often lack effective organizations and mechanisms to bargain collectively with employers – who themselves are usually not organized. Collective bargaining and social dialogue are therefore often absent, and domestic workers as individuals have little bargaining power versus their employers. This makes them vulnerable to abusive employment practices, and puts them into a precarious situation when they demand improvements to their working conditions (p.44).

Lessons Learned from the Review

By reviewing and assessing the previous researches conducted by various researchers in different time, in dispersed geographical focus area and in my thematic area which is concerned on situation of women especially migrant women domestic workers, there is a consensus that high level of vulnerability, exploitation, violence, harassment of domestic workers, abusive or exploitative situation of work and the resulting negative consequences of violence is often there. However in the previous studies, there are fragmented understanding of the causes and nature of violence. The reviewed studies focused either on single-level correlates, some combination of factors of violent offending and/or violence victimization. Moreover some previous studies focus on some form and types of violence which may limit to have conclusion on the area under study and it may restrict to have common definition of violence against women.

Albert and Jeffrey (1994) reviewed definitions of violence against women and concludes that it vary from study to study. Moreover the review found that women are more likely to be victimized by male offenders than by female offenders and the consequences of this violence against women may be long-lasting. The review suggests that individual-level characteristics (e.g., age, race, sex, poverty, divorce), situational context (e.g., victim-offender relationship, the presence of alcohol and drugs, the presence and type of weapon, the role of third parties or bystanders, and victim resistance) and community characteristics (community structures and cultures) may help to better explain the sources of both violent victimization and violent offending (p.167).

In summary, based on this review researchers are divided in their findings: Nancy and Ann (1996) confined their deliberation primarily to rape, sexual assault, and battering of intimate

partners. According to the report, a vital part of understanding a social problem is understanding the cause. The causes of violence against women has consisted of two lines of inquiry: examination of the characteristics that influence the behavior of offenders and consideration of whether some women have a heightened vulnerability to victimization and causal factors at various levels of analysis, including individual, dyadic, institutional, and social (pp.49-51)

Duncan and Vittorio (1998) generally bypasses domestic work as an occupation and specifically violence prevail in domestic work and the study also considers the working condition or situation as the main factor for violence that “working alone does have its special situation” in laying the ground for sexual and physical attacks upon women workers; (para.15)

When Caroline (2004) studying urban violence, “city growth rate is a stronger indicator of crime rates.” The study concentrated on violence on indigenous people while migrants tend to flow to those grown cities. Levels of violence also show important variations based on age and gender and the study concludes young men most likely to be both the victims and the perpetrators. In addition it relied on secondary source of data which is mainly research results conducted previously; (p.6)

Nicola (2005) found that skill level, legal residency, gender, race, rights consciousness and not knowing one's rights and lack of education and/or information can be used as stratifying, exclusionary criteria and influences migrant workers' labor force participation, low status occupations and jobs, poor working conditions, and low earnings. The study ignores multi-dimensions of causes of violence at work, especially in domestic work. In addition, it totally relies on previous research data and results; (pp.27-45).

According to Surabhi (2010) vulnerability is due to the fragmented nature of those live-out domestic workers, the multitude of tasks, a multiplicity of employers, lack of standards in their working conditions, the instability of employment pose challenge in documenting them and in attempts to organize them, it is often performed by poor migrant women, perception of domestic workers that the work requires no specific skills, domestic workers' ethnic and cultural distinctiveness, language difficulties and age of the domestic workers. The study gives high emphasis for structural or legal and individual dimension while domestic violence occurred due to the interaction of several factors. It also entirely focuses on local part-time domestic workers by ignoring migrant domestic workers; (pp.3-6)

Kea and Maarten (2011) conclude that due to the poorly regulated and monitored recruitment system, the triangular employment relationship system, the live-in workers' working condition, language barriers, socio-cultural factors and due to lack of legislative enactments, domestic workers are vulnerable to unequal, unfair and often abusive treatment. Since the geographical scope of the study is highly dispersed in 14 developing countries and not easily manageable, it is hard to have conclusion and to take corrective measure on the problems seen; (pp.8-16)

Simone (2010) said that the cause for violence against women is lack of physical strength to defend them hence it proposes the use of martial arts as a means to combat aggressiveness (violent offending behavior) and at the same time to provide a concrete and preventive answer to the problem of violence against women. It only tries to address physical form of violence. But violence in nature is interlinked each other, not mutually exclusive and it is difficult to study single form of violence against women separately. It implies when one form like physical

violence happens, psychological or other forms may be next. So it lacks to consider the holistic nature of violence; (p.80)

According to IHRC (2013) foreign domestic workers who are overwhelmingly female, occupy an even lower social stratum, have limited independence, and have restricted freedom of movement than do other foreign workers because domestic workers typically cannot communicate effectively in Arabic with their employer or with law enforcement, the legal framework for domestic workers that is the sponsorship system which creates abusive labor situation and workers' personal circumstances like lack of skills and run away. The study reminds that whether in a country of origin or in a country of destination, a transnational and multi sectoral approach is needed to effectively protect migrant domestic workers. Such an approach should be based on the "4 Ps": prosecution, protection, prevention, and partnership. However, the paper focuses on protection of the rights of domestic workers which mainly tilted towards legal side of prosecution and protection; (pp. 13-29)

Sawsan (2010) focuses on the exclusion of domestic workers from the labor law, the sponsorship system and perceptions and attitudes of employers as root causes for migrant domestic workers' vulnerability. Though the paper tries to address the structural level factors (legal framework) and employers' attitudes that contribute to discrimination and exploitation against migrant domestic workers in Lebanon, it doesn't reach the interrelated contributing factors for violence against workers. In addition to studying employers' side and perspective, it is also limited to one variable which is only their attitude (pp.6-7).

Based on the summarized literature review shown above, the fragmented understanding of violence against women may limit the holistic understanding of different nature, causes and

control of various types and distinct forms of violence. By contrast, the goal of this study is to show how a multilevel perspective on violence against women especially on migrant women domestic workers may substantially increase the understanding and control of the violence.

An in-depth review of the existing body of knowledge identified the following areas as critical gaps that need to be bridged.

1. Causes and nature of women victimization by female offenders
2. Bio-psycho-social-spiritual consequences of violence against migrant domestic workers
3. Employer/demand side Multilevel factors that contribute to migrant domestic workers' vulnerability to violence
4. Employee/supplier side multilevel factors that contribute to migrant domestic workers' vulnerability to violence
5. Migrant domestic workers and their contribution to development
6. State sponsored migration and its benefits in alleviating violence against migrant domestic workers

Due to the limited resources and other factors, the current specific area of the study is "Migrant Women Vulnerability to Violence".

Chapter Three

Research Design and Methodology

Research Design

The research design constitutes the blue print for the collection, measurement and analysis of data. This research was designed with the purpose to conduct descriptive and explanatory studies to assess the contribution of supplier/local side factors to migrant women domestic workers' vulnerability to violence and see degree of association among dependent/explained and independent/explanatory variables using coo-relation Matrix of SPSS and the aim was to test hypothesis and answer research questions. "Research, particularly when about human beings, often combines the examination of both qualitative and quantitative data" (Nicholas, 2011, p.73). So this study used mixed research design.

Sample and Sampling Techniques

For quantitative method of the study the researcher used the multi-stage sampling technique. In the first stage certain group was selected in the population purposively. In the second stage cluster sampling technique was adopted. Since the clusters were of different sizes, the researcher used a method called probability proportionate to size (PPS). Finally the proportionate size of the sample in each cluster was selected using simple random sampling.

Based on the above sampling technique, the quantitative method of the study purposively selected victims who were working in the ME as domestic workers and returned to Ethiopia. Then the researcher begins by sampling groups (or clusters) of population elements. These clusters are three institutions or places where the victims were temporarily residing, rehabilitating or taking training. Two of the institutions are Agar Ethiopia and Good Samaritan

Association which are local NGOs and the only centers in Ethiopia working on victim women returned from the ME. The rest is Addis Ababa Bureau of Labor and Social Affairs (AABoLSA), the government institution that facilitates training for victim Ethiopian women returned from the ME. AABoLSA is currently facilitating training for returnees in two private institutions: Next Design and fashion and Central University College. Since the clusters were of different sizes, the researcher used a method called probability proportionate to size (PPS). In Agar Ethiopia there are about 21 victims, in Good Samaritan Association there are about 12 victims and under AABoLSA there are 71 trainees in fashion designing and nursing. Therefore, a total of 104 victim Ethiopian migrant women returned from ME and rehabilitating and taking training in those three institutions were served as the target population or sample frame available for this study.

As a result, the sample size was determined using Guilford and Benjamin (1973) (as cited in Ibidunni, 2011, p.85) with 95% confidence level at 5% error tolerance and a fundamental statistics in psychology and education formula for estimating sample size:

$$Z = \frac{N}{1 + N(e)^2} = \frac{104}{1 + 104(0.05)^2} = 83$$

Where: Z is the base sample size

N is the size of the target population,

e is the margin of error shows the closeness with which the sample predicts the true

values in the population = +0.05.

The base sample size was the number of responses the researcher must get back when during survey. However, since not everyone will respond, the researcher will need to increase the

sample size. Because the target population or the sample frame has direct concern and interested in the issue, the researcher estimated 98% response rate.

To get the final sample size: $\frac{Z}{0.98} = \frac{83}{0.98} = 85$

Therefore the final sample size of this study was calculated to be 85 and a total of 85 questionnaires was distributed proportionally in a sense that 20% (17 respondents) of the questionnaire was distributed in Agar, the other 12% (10 respondents) to Good Samaritan and 68% of the sample (58 respondents) is from AABoLSA trainers. Finally the respondents from each cluster or institution were selected randomly.

For the qualitative design of the study, purposive sampling technique was used to select sample or key informant for the study intended. This is because each sample element was selected for a purpose, usually because of the unique position of the sample elements and in addition it is because the populations could not be found through screening general population. Subjects were selected for a good reason tied to purposes of the research like in this case those who participated in the process of employing Ethiopian migrant women domestic workers to the ME. These key informants are FDRE MoLSA representative, AABoLSA representative, three PEAs who recruit Ethiopian women migrant domestic workers and FDRE MoFA representative.

Data Sources and Data Collection Method

In order to get all the necessary information on the area under study, both primary and secondary data were used. The major primary data source is 85 victim Ethiopian migrant women domestic workers returned from the ME and rehabilitating in Agar Ethiopia, Good Samaritan Association and those who were taking training under AABoLSA. To collect data from those victims, questionnaire (Amharic version) was used as a data collection tool. The questionnaire

was non-self-administered in circumstances where the selected person cannot read or write Amharic. In this case their care taker or their trainer may help them reading the questionnaire.

The second primary data source for this study was institutions that have some stake, role or participation in employment and migration process of Ethiopian women to the ME as domestic worker. The representatives of the institutions were used as key informants to collect qualitative data through semi structured interview. These institutions were FDRE MoLSA, AABoLSA, FDRE MoFA and three PEAs that work in facilitating the employment process of Ethiopian women to the ME as domestic worker.

A third data source of the research was observation of complain forms that were filled by Ethiopian migrant women domestic workers. This observation was conducted in FDRE MoLSA having prepared observation checklist.

The secondary data was collected from books, journal articles, magazines, periodicals, and thesis papers. Further, International Organization for Migration (IOM) reports, International Labor Organization (ILO) reports and other additional documents were used as secondary supporting documents.

Procedures of Data Collection

To collect the required data from the identified sources, the researcher followed the following steps: First and foremost, the researcher had authorization letter from Addis Ababa University, School of Social Work describing the researcher is duly from AAU for the purpose of thesis preparation. Next through rehabilitation and training facilitators of returnees, the researcher got oral consent from the respondents involved to answer the questionnaire and from interviewee participants who were different institution representatives who gave full collaboration after looking the formal letter from the researcher.

Then to collect the quantitative data, an orientation was given to the representative samples that were victim Ethiopian migrant women domestic workers and returned from the ME. The selected samples were in the training and rehabilitation institutions mentioned in data sources and data collection method.

In addition, for the qualitative data, the researcher made face-to-face interview with respondents representing six institutions. Three of them were government institutions: FDRE MoLSA, AABoLSA and FDRE MoFA while the rest 3 were PEAs which facilitated recruitment and selection of Ethiopian women who will go to the ME as domestic workers. Four semi structured interview questions were prepared and then 6 interview sessions held. One interview session for FDRE MoLSA representative, 1 for AABoLSA, 1 for FDRE MoFA and the other 3 sessions were conducted with the 3 PEAs.

Moreover, since observation was one of the primary data collection methods, it was conducted after preparing observation checklist which helped the researcher to assess the complaint forms reported in FDRE MoLSA and AABOLSA about violence against domestic workers in the ME.

Methods of Data Analysis

The quantitative data collected using questionnaire from the representative samples was coded, organized, encoded and analyzed using Statistical Package for Social Science (SPSS) software tool and Factor Analysis statistical model. By employing SPSS software, the researcher computed the statistics for the % of Variance, the mean, totals, frequencies as well as percentages of the responses of the selected samples with tabulated result. This tabulated result then was analyzed and described using the % of Variance and the mean result of respondents

with the support of previous literature findings so that contribution of supplier/local side factors to migrant workers' vulnerability to violence to be assessed.

The qualitative data which were collected from representatives of FDRE MoLSA, AABoLSA, FDRE MoFA, from three PEAs and from observation of complain forms of filled by the domestic workers was analyzed using descriptive method. Generally an Ecological Model was employed as a conceptual model while Factor Analysis Model was used to analyze the data and to assess the migrant domestic workers' vulnerability to violence due to supplier/local side factors. Since the models are customizable to my research, I used it in this study.

Conceptual Model Specification

The conceptual model of the study is holistic approach or multilevel approach of ecological model stated below:

$$\begin{aligned} \text{Violence Vulnerability of Ethiopian Migrant Women Domestic Workers} &= \\ f(\text{Supplier/Local Side Contributing Factors}) &+ f(\text{Demand/Foreign Side Contributing Factors}) \\ &= \\ f(\text{INDIVIDUALS, INTERPERSONALS, INSTITUTIONALS, STRUCTURALS}) & \\ &+ \\ f(\text{INDIVIDUALd, INTERPERSONALd, INSTITUTIONALd, STRUCTURALd}) & \end{aligned}$$

➤ Supplier/Local Side Contributing Factors

INDIVIDUALS – Individual Factors on the Supplier Side,

INTERPERSONALS – Interpersonal Factors on the Supplier Side,

INSTITUTIONALS – Institutional Factors on the Supplier Side,

STRUCTURALS – Structural Factors on the Supplier Side

➤ Demand/Foreign Side Contributing Factors

INDIVIDUALd – Individual Factors on the Demand Side,

INTERPERSONALd – Interpersonal Factors on the Demand Side,

INSTITUTIONALd – Institutional Factors on the Demand Side,

STRUCTURALd – Structural Factors on the Demand Side

⇒ Operational Definition of Variables

➤ Dependent Variable

Understanding factors underlying violence, especially for this study, factors underlying violence against domestic workers in the ME requires a holistic approach, with one of the best-known approaches for grappling with the interrelated nature of violence being the ecological model. This seeks to demonstrate that “no single cause or contributing factors determine or explains violence vulnerability and, instead, maps the way in which factors at different levels (individual, interpersonal, institutional and structural) combine to contribute to violence”(Caroline, 2004, p.8).

These indicators is rated anonymously by the respondents on a 5-point Likert scales (1 = Strongly Disagree; 2= Disagree; 3 = Neutral; 4 = Agree; 5 = strongly Agree) method.

➤ Independent Variables

“Response for violence at work should be addressed to tackle the causes, rather than the effects. In this respect, the importance of a preventive, systematic and targeted approach to violence at work is increasingly stressed” (Duncan & Vittorio, 1999, Para.24).

The focus of the paper was assessing the violence vulnerability of Ethiopian women working in the ME as domestic worker due to supplier/local side contributing factors. The independent variables which collectively are a measure of contributing factors of violence

against migrant domestic workers in this study were individual, interpersonal, institutional and structural factors.

Individual variable contain seven sub-variables and 18 items. The sub-variables were age, experience, professional skill in housekeeping, knowledge, information and preparation before departure, attitude towards employers, physical and mental health and choice of runaways of the workers.

Interpersonal variable was composed of four sub-variables namely language skill, communication skill, conflict management skill and violence resistance skill of the worker and it had six items.

Four sub-variables and 22 items existed in the institutional variable. The sub-variables were FDRE MoLSA employment and follow up system, FDRE MoFA's system/role in migration process, PEAs' employment and follow up system and Association of Ethiopian Community role in the ME.

Under structural variable there were five sub-variables called sex, bargaining power and unionization of the worker, race, religion difference with the employer and culture difference with the employer. There were also six items under the structural sub-variables. Generally the items in this study were derived from a comprehensive review of the literature on causal factors that were considered to relate to violence against migrant domestic workers.

Chapter Four

Findings and Discussions

The focus of this chapter was to discuss, analyze and interpret the data gathered from the survey in order to identify the contribution of local or home side factors that influence or aggravates violence against Ethiopian women working in the ME as domestic worker. After data collection had been taken place the data had gone through coding and encoding to SPSS for further analysis. The need of analyzing the primary data collected from survey was to answer the research questions.

The first part of the analysis focused on describing the respondents' profile and statistics. Next using Cronbach's alpha, scale reliability will be checked for each of the subscales identified to cause, aggravate or intensifies violence against migrant Ethiopian women in the ME working as domestic workers. Then results found in each of subscales will be presented in table which comprises the % of variance, mean, minimum, maximum and standard deviation of the responses. Finally top five items or values of the subscales that have higher contribution to migrant women domestic workers' vulnerability to violence and bottom five items that have lower contribution to migrant women domestic workers' vulnerability to violence will be presented in tabular format and will be discussed using calculated % of variance, mean, minimum and maximum value of the SPSS source. The detail SPSS software results are attached in the appendix part. The results of the data collected are going to be discussed in the following manner.

Findings of the Study

Respondents' Profile

The researcher designed a questionnaire to obtain reliable data from the right source. The respondents rate their response out of the scale provided, i.e., Strongly agree is coded as five, agree as four, neutral response as three, disagreement as two and strong disagreement as one. Each item of the questionnaire was assumed to have equal weight and had negative relation with violence vulnerability. This implied that the closer of the responses to five, the less vulnerable of the respondents to violence and the closer the responses to one, the more vulnerable of the respondents to violence.

From the total sample size, which was 85, one of the questionnaires was not returned and the other one was found to be incomplete and removed. This makes 98% response rate with 83 valid responses as it was estimated previously by the researcher. This higher the response rate may be due to the direct concern and interest of target population for the issue of violence vulnerability.

Table 1 below shows 12% (n=10) of the respondents were below the age of 18 and 79.6% of the respondents were between 18 and 35. According to the interview made with FDRE MoLSA representative, the minimum age allowed for Ethiopian women to be employed as domestic worker in overseas is 21 (MoLSA representative, Interview, May 14, 2014) though Employment Exchange Service Proclamation No. 632/2009 article 25, sub article 1 (a) said it is unlawful for PEA to deploy a person under the age of 18 to work abroad.

Table 1: Respondent's Age Profile

Respondents' Age Profile (n=83)	Frequency	Percentage (%)
< 18	10	12.0
18 – 25	34	41.0
26-35	32	38.6
> 35	7	8.4

Source: SPSS Output

41% (n=34) among the respondents were 10th grade and above while 32.5% (n=27) of the respondents were between 9th and 10th grade. 12% (n=10) of the questionnaire respondents were in 7th and 8th grade. The rest 14.5% (n=12) of the respondents were 6th or below grade. It means that more than 85% (n=71) of the respondents were greater than 7th grade. This might contribute to the validity of the data collected. As it was described in the data collection methods, in case if the respondents were illiterate, their care taker or their trainer may help them read the questionnaire.

Table 2: Educational Level of Respondents

Educational Level (n=83)	Frequency	Percentage (%)
< 6	12	14.5
7 – 8	10	12.0
9 – 10	27	32.5
> 10	34	41.0

Source: SPSS Output

As Table 3 below depicts 86.8% (n=72) of the respondents said the way of migration was through legal PEAs through MoLSA but the rest 13.2% (n=11) of the respondents used family and broker as a means of migration. Based on the interview made with AABoLSA representative one of the major causes for violence against women domestic workers was their illegal way of migration to the ME (AABoLSA representative, Interview, May 12, 2014).

Table 3: Migration Way of Respondents

Way of Migration (n=83)	Frequency	Percentage (%)
Legal Agency via MoLSA	72	86.8
Broker	7	8.4
Family or Friend	4	4.8
Others		

Source: SPSS Output

From the above summarized Table 3, we can see that majority of the respondents used legal PEA to cross the border and to get employed. In addition based on Table 4 shown below, 59% (n=49) of the respondents were in their first contract term which was within the first two service years. It implies most of the respondents of the questionnaire were their first time to be employed in the ME.

Table 4: Service Years of Respondents

Years of Service in the ME	Frequency	Percentage (%)
(n=83)		
< 2 years	49	59.0
2 – 4	5	6.0
5 – 6	12	14.5
> 6	17	20.5

Source: SPSS Output

Reliability Measurement and Analysis

Reliability measure helps to determine the extent to which the items in the questionnaire are consistent to measure the dependent variable and to identify problem items that should be excluded from the scale. This analysis procedure calculates a number of commonly used measures of scale reliability and also provides information about the relationships between individual items in the scale. Cronbach's alpha was used to measure reliability among the scales.

Cronbach's alpha is the most common tool for assessing reliability scale which normally ranges between 0 and 1. The closer Cronbach's alpha coefficient is to 1.00, the greater consistency of the items in the scale. Gandhi (2012) provides the following techniques of measuring reliability (p.37).

Table 5: Reliability Scale

Alpha Value	Reliability Scale
>0.90	Excellent
0.80-0.89	Good
0.70-0.79	Acceptable
0.60-0.69	Questionable
0.50-0.59	Poor
<0.50	Unacceptable

Source: Gandhi, 2012

From the survey questionnaire distributed to and collected from Ethiopian women who were victims of violence and who were in the ME as domestic worker, the following alpha values were generated for the parameters or subscales used to measure the impact of several variables on violence vulnerability. Furthermore those parameters used to measure violence vulnerability were constructed based on researcher's judgment and evaluation and by investigating existing body of knowledge.

Table 6: Measurement of Cronbach's Alpha

Measurement Parameter	No. of Items	Cronbach's Alpha
Individual Variables	18	0.912
Interpersonal Variables	6	0.763
Institutional Variables	22	0.804
Structural Variables	6	0.733

Source: SPSS Output

Based on the reliability analysis, it was found that the independent variables or items of individual variable had excellent reliability Cronbach's alpha value since 0.912 alpha value was greater than 0.90. The institutional scale had a good reliability scale because the Cronbach's alpha value 0.804 was within 0.80 to 0.89 alpha value. Whereas interpersonal and structural variables had alpha values of 0.763 and 0.733 each which was stated as an acceptable measure of reliability.

According to the techniques described above, all the parameters or subscales used to measure violence vulnerability of migrant women domestic workers were internally consistent to measure the explained variable. This showed that all the independent variables were more than acceptable to measure the migrant women domestic workers' vulnerability to violence which was the dependent variable in the study. As a result, all of the constructs were above the acceptable reliability scale and a total of fifty two items were retained for the 4 constructs in the study.

The above Cronbach's alpha values were calculated for the four subscales or parameters used to measure vulnerability of migrant women domestic workers to violence. Hence the below

table showed the entire Cronbach's alpha value and measures the reliability of the questions entirely.

Table 7: Overall Cronbach's Alpha

Cronbach's Alpha	No. of Items
0.879	52

Source: SPSS Output

The above Table 7 result showed that the overall Cronbach's alpha was 0.879 which was scored as a good reliability scale and according to this all the fifty two questions used in the questionnaire reliably assessed migrant women domestic workers' vulnerability to violence.

The table shown below revealed correlation among the categories or components of violence vulnerability of migrant women domestic workers. In addition, the table also indicated correlation between independent variables (individual, interpersonal, institutional and structural variables) and the dependent variable (vulnerability).

Based on the result of the Table 8 below, all the independent or explanatory variables have either moderate or strong correlation with the dependent or explained variable. Interpersonal and individual variables have strong correlation with vulnerability of the workers by scoring the value of 0.926 and 0.806, respectively. In the other way round, structural and institutional variables have moderate correlation with the dependent variable with the score of 0.433 and 0.397 correlation coefficient, respectively.

Table 8: Inter-Variable Correlation Matrix

Component	Individual	Interpersonal	Institutional	Structural	Total Vulnerability
Individual	1.000	.821	.112	.050	.806
Interpersonal	.821	1.000	.203	.330	.926
Institutional	.112	.203	1.000	.156	.397
Structural	.050	.330	.156	1.000	.433
Total Vulnerability	.806	.926	.397	.433	1.000

Source: SPSS Output

The above correlation figures between the independent variables and dependent one showed that the independent variables in the study can have impact on the vulnerability of domestic workers which is the explained variable.

Quantitative Findings

Measuring Contribution of Supplier/Local Side Factors to the Migrant Women Domestic Workers' Vulnerability to Violence

As discussed previously in the literature review and data analysis part, violence on migrant domestic workers measurement involves the collection of data that provides information about which factors contribute to violence and how much women migrant workers are vulnerable to violence. Thus based on the collected data from the survey, interview with the stakeholders and key informants, institutional observation and based on the scope of this study, the research assessed and described migrant women's vulnerability to violence using the % of Variance and the mean value of the response with the support of the existing literature conclusions in the area of migrant women vulnerability to violence. Moreover, the study assessed multiple local factors that might contribute to violence vulnerability of Ethiopian women working in the ME as domestic workers.

Table 9: Total Variance Explained/Rotation Sums of Squared Loadings

Component	Total	Cumulative	% of Variance	Cumulative %
Individual	1.804	1.804	45.106	45.106
Interpersonal	1.044	2.848	26.095	71.201
Institutional	1.042	3.89	26.038	97.239
Structural	0.110	4.00	2.761	100.000

Source: SPSS Output

Vulnerability of Migrant Workers Due to Individual Variable

Previous Literature Findings – “first-time migrant workers are more vulnerable to abuse because they lack experience and have high expectations about life and work abroad; Migrants who do not have skills and have little exposure to city life are vulnerable to abuse” (ILO, 2011, pp.37-38). Illiteracy makes domestic workers vulnerable to various exploitations (Neetha, 2009, p.504). Vulnerability of domestic workers is due to lack of specific skills and age of the domestic workers (Surabhi, 2010, p.19). Rights consciousness and not knowing one’s rights, lack of education and/or information, less able than others to know and assert their rights heightens women migrants’ vulnerability (Nicola, 2005, p.27). Runaways are the most vulnerable group of domestic workers (IHRC, 2013, p.14). Being young (between 16 and 24 years old have the highest rates of sexual assault and rape) and hostile attitude are risk factors for victimization (Nancy and Ann, 1996, pp.70-71).

Individual variables are those owned, possessed or practiced by the individual or in this case the migrant domestic worker. These individual qualifications, experiences, expertise and personal choices were identified in the literature review part.

Based on the interview made with PEAs, the employment process for an individual starts at a point of job application by a client or the prospective domestic worker (PEAs representatives, Interview, May 13, 2014). Therefore a job applicant or an individual is the major stakeholder in the process of employment. Hence identifying variables attached to the individual or the migrant worker is very decisive.

There were 18 items under the individual variable or scale of the study. This scale comprises questions like age of domestic workers, experience of employees as domestic worker,

workers' exposure for modern house staff, skill and training of employees about domestic work, information of domestic workers about the destination country and the employer, knowledge of workers about the contract details, about human rights and where to report abuse, attitude of domestic workers towards Arabs and employers, confidence of workers to assert their rights, mental and physical strength of domestic workers to accomplish the assigned work and choice of runaways by domestic workers when abuse occurred. The response showed that among four of the independent variables, 45% of the total variability in the dependent variable is accounted for individual component.

Vulnerability of the Migrant Workers Due to Interpersonal Variable

Previous Literature Findings - Vulnerability of domestic workers is due to language difficulties of the domestic workers (Surabhi, 2010, p.6). Women migrant vulnerability is compounded by stranger migrants' unfamiliarity with the national language (Nicola, 2005, p.30). Domestic workers, occupy an even lower social stratum, have limited independence, and have restricted freedom of movement because domestic workers typically cannot communicate effectively in Arabic with their employer or with law enforcement (IHRC, 2013, p.13). Resistance strategies (active strategies such as screaming, fleeing, or physically struggling are associated with higher rates of rape avoidance) used by women is a risk factor for victimization (Nancy & Ann, 1996, p.72).

Among the four subscales which may have impact on vulnerability of migrant women domestic workers to violence, interpersonal variables were the second scale which had contributed highly for migrant women's vulnerability to violence by scoring 26% of variance on vulnerability of migrant women domestic workers in the ME is contributed by interpersonal

variable. There were 6 items or questions under the interpersonal scale to figure out language and communication, violence resistance and conflict management skills of the employees. This % of variance value implied Ethiopian migrant women domestic workers became vulnerable and prone to violence due to low interpersonal skills and capabilities of the workers themselves.

Every interaction within human social system requires language and communication which is a tool to execute it. When the researcher made interview with MoLSA representative, “though the effort was very minimal, FDRE MoLSA were giving a half day orientation session for prospective domestic workers before departure about how to communicate with the employer, how to respond to the employer, how to protect themselves from attack or abuse and similar interaction systems” (MoLSA representative, Interview, May 14, 2014). By this statement we can say that FDRE MoLSA considered the contribution of language and communication in the daily lives of the domestic workers with their employer.

Vulnerability of the Migrant Workers Due to Institutional Variable

Previous Literature Findings –Social isolation and diminished contact with family and community networks may increase the likelihood of migrant women suffering from severe forms of violence (IOM, 2009, p.220). Domestic workers have no recourse to any form of assistance when they face harassment and domestic work is not regulated (Surabhi, 2010, p.6). Domestic workers can be easily exploited since “the agencies quite often take no responsibility for the workers and are not bothered about their working conditions or have no extended commitment attached such as support during illness” (Neetha, 2009, p.500). Due to the poorly regulated and monitored recruitment system, the triangular employment relationship system domestic workers are vulnerable to unequal, unfair and often abusive treatment (Kea & Maarten, 2011, pp.15-16).

As it was shown in the above Table 9, among the subscales institutional variable was the third great contributor to migrant women's vulnerability to violence. The % of variance score of the response is depicted as 26% which implied the respondents were vulnerable to violence due to institutional variable which were identified by the researcher to be contributing factors. The items or variables of the questionnaires included under institutional scale were 22. The 22 items were related to recruitment and selection process of the institutions, assessing employee's capabilities and individual skills before departure, trend of institutional training provision for prospective domestic workers, follow up and communication by the stakeholder institutions in the system, response of the stakeholder institutions for the complain by employees, complain handling system of the major institutions that had either participation in the employment and migration process of Ethiopian women or institutions that were existed around the migrants. Questions about the major institutions identified by the researcher and included in the questionnaire were FDRE MoLSA, PEAs and association of Ethiopian community in the destination country.

Vulnerability of the Migrant Workers Due to Structural Variable

Previous Literature Findings - The literature review part of risk factors for victimization explained that "domestic workers often lack effective organizations and mechanisms to bargain collectively with employers and they are usually not organized and as individuals they have little bargaining power versus their employers. This makes them vulnerable to abusive employment practices" (ILO, 2013, p.44). Gender and race are key axes and all can be used as stratifying, exclusionary criteria and it heightens women migrants' vulnerability (Nicola, 2005, p.45). The domestic workers' vulnerability is due to ethnic and cultural distinctiveness (Surabhi, 2010, p.6).

According to the above tabular result of Table 9 and the response given by the respondents, structural variables were the least contributing factor among the identified risk factors which might have contributed to migrant women's vulnerability to abuse that can be depicted by the percentage of variance score of 3%. This value implied that among the four subscales 3% of variability in the dependent variable is caused by the structural factor. The structural scale was composed of 6 items that question workers about facing abuse due to their feminine sex, facing abuse due to their race, facing violence due to domestic violence, their religion and culture difference with their employer, becoming a member of domestic workers' union, domestic workers' bargaining power in deciding salary and working condition.

Top 10 and Bottom 10 Items Measuring Migrant Women's Vulnerability to Violence

The Table 10 and Table 11 below show the top 10 items which had significant contribution and the bottom ten items that had little impact on the vulnerability of migrant women domestic workers to violence. The researcher tried to draw top 10 and bottom 10 items based on the suggestion from Dr. Abebe Assefa, AAU Instructor.

Table 10: Top 10 Items Measuring Migrant Women Domestic Workers' Vulnerability to Violence

Top 10 Items Measuring					
Vulnerability	N	Min	Max	Mean	SD
My PEA did preventive and corrective action against abuse	83	1	1	1	0
My PEA facilitated scientific age examination before employment	83	1	2	1.01	0.11
My PEA followed my living and working condition	83	1	2	1.01	0.11
FDRE MoLSA followed my living and working condition	83	1	2	1.02	0.15
When I report abuse, Eth. government representative took immediate action	83	1	3	1.02	0.22
When I report abuse, my PEA took immediate action	83	1	3	1.04	0.24
I can read and write my employers' language	83	1	2	1.07	0.26
The Eth. embassy followed my living and working condition	83	1	2	1.12	0.33
FDRE MoLSA took preventive and corrective action	83	1	2	1.13	0.34
I had a means to contact FDRE MoLSA to report abuse	83	1	2	1.14	0.35

Source: SPSS Output

The above Table 10 showed the top 10 items which had significant contribution to violence vulnerability of migrant women domestic workers. Based on the respondents the top

three significant contributor factor of migrant women domestic workers' vulnerability to violence were caused by PEAs. For the questions that whether PEAs did preventive and corrective action against abuse, whether PEAs facilitated scientific age examination for prospective workers before employment process and whether PEA followed living and working condition of the domestic workers scored the mean values of 1, 1.01 and 1.01, respectively.

As it is depicted in the above table, the mean value of the response for the questions that whether FDRE MoLSA followed the living and working condition of migrant domestic workers, whether Ethiopian government representative in the area and the respective PEAs took immediate action against abuse report by the workers were 1.02, 1.02 and 1.04, consecutively.

The response given for the questions about workers' ability to read and write employers' language, about the Ethiopian government representative follow up of the living and working of employees, about preventive and corrective action taken by FDRE MoLSA against abuse and about availability of means to communicate FDRE MoLSA to report abuse were scored as the mean values of 1.07, 1.12, 1.13 and 1.14, respectively.

Since domestic workers hardly communicated with Ethiopian embassy or consular office, MoLSA and PEAs, wide information gap prevailed about the status of domestic workers deployed oversea. As a result, the condition of citizens in the region was hardly followed by those local and local based institutions which became limited to take immediate action against violence report from Ethiopian domestic workers in the ME.

Table 11: Bottom 10 Items Measuring Migrant Women Domestic Workers Vulnerability to Violence

Bottom 10 Items Measuring					
Vulnerability	N	Min	Max	Mean	SD
I did not face abuse due to religion difference with employer	83	2	5	3.49	1.17
I did not face abuse due to culture difference with employer	83	2	5	3.55	1.12
I did not face abuse because I am black	83	2	5	3.59	0.61
I had positive attitude for Arabs and with employer	83	2	5	3.80	0.46
I did not increase my age to be employed	83	1	5	3.89	1.16
I can operate phone, e-mail and social media to report abuse	83	2	5	3.94	0.82
There is Ethiopian gov't representative in destination country	83	1	5	3.96	0.92
I was not underage when I was employed	83	1	5	4.19	1.27
I had full health to handle domestic work before departure	83	4	5	4.64	0.48
I did not choose run away as solution to violence by employer	83	4	5	4.83	0.38

Source: SPSS Output

According to the questionnaire respondents the least contributing item for violence vulnerability of migrant domestic workers was that workers were not choosing runaways as solution to violence and abuse by the employer and it scored the mean value of 4.83. The response for the questions that whether domestic workers had full health before departure to handle domestic work, whether domestic workers were not underage and whether there was

Ethiopian government representative in the destination country were 4.64, 4.19 and 3.96, respectively.

Vulnerability of migrant women domestic workers were less due to the ability of domestic workers to operate phone, e-mail and other social media and it was depicted in the mean value of 3.94. Majority of the responses showed that migrant women domestic workers were less vulnerable to violence because they did not increase their age to be employed and its mean value was 3.89. Ethiopian migrant women domestic workers were also less vulnerable to violence due to their positive attitude towards their employer as well as for Arabs and the mean value of the responses was 3.80.

Majority of the respondents replied that they did not face abuse because they were black, they did not face abuse due to culture difference and religion difference with their employer as it was shown in the mean value of 3.59, 3.55 and 3.49, in the order given.

Qualitative Findings

FDRE MoLSA was one of the main actors in the employment process of Ethiopian women to the ME as domestic workers. Based on interview session with FDRE MoLSA representative, Ethiopia had no migration policy but according to the interviewee, the legal ground for migration of Ethiopian people to other parts of the world was emanated from the country's constitution which gives citizens a right to freely move anywhere. The other legal base of workers who deployed to the ME was Employment Exchange Service Proclamation No. 632/2009 (MoLSA representative, Interview, May 14, 2014).

The MoLSA representative added that the institution had role to give license to PEAs, to make follow up or to ban license of PEAs when necessary, to approve employment contracts, to give orientation training to employees before departure, to receive complains of employees and to urge for the solution to the complaint. The interviewee also said though MoLSA set standard employment agreement which stated the minimum terms and conditions of employee-employer relation, a wide gap existed in the applicability of the standard contract agreement. As he explained the applicability problem of the standard employment agreement may be first due to the workers' lack of awareness about their rights in the standard and it may also be due to the powerlessness of the standard employment agreement to protect domestic workers from abuse. "Most labor-receiving countries of Asia and the ME have relied on introducing standard employment contracts to regulate terms and conditions of employment of domestic workers, but it has much weaker protections than most labor laws" (Kea & Maarten, 2011, p.16) (MoLSA representative, Interview, May 14, 2014).

According to FDRE MoLSA representative, in addition to institutional and organizational structure limitation there was also legal gaps. The only proclamation concerning oversea

employment was 632/2009 which was not revised ever and could not be taken as binding.

Among the limitations mentioned by the key informant, the proclamation could not set minimum requirement and qualification to be employed as domestic worker oversea. The only minimum requirement set by the proclamation is age of the prospective domestic workers which is 18 and above (MoLSA representative, Interview, May 14, 2014).

With regard to migration administration and institutions, article 39 of Proclamation No.632/2009 provided that a National Committee shall be established by the Government to protect the rights, safety and dignity of citizens. The committee would also facilitate the exchange of overseas employment information with concerned organs and the strengthening of the information database. "Despite the provisions of the Proclamation, the National Committee is still not established one year after the Proclamation has entered into force, and the tasks entrusted to it have not been conducted"(ILO, 2011, p.62).

Another important issue mentioned by the MoLSA representative was unavailability of bilateral labor agreement between labor sending or supplying country, Ethiopia, and labor receiving or demanding countries of the ME. The officer in his interview concluded that due to the institutional or organizational and legal gaps, vulnerability of migrant women domestic workers to violence increased significantly (MoLSA representative, Interview, May 14, 2014). The representative's conclusion about loose organizational setup to follow the pre-migration, migration and post-migration stage of the oversea employment process of domestic workers was also revealed in the Table 10 by scoring low mean value.

As this key informant from MoLSA said there was no online complain receiving mechanism. He also said that other than having standard employment agreement, delivering the

half day orientation to the prospective workers and other than having one proclamation, proclamation No. 632/2009 and controlling PEAs, there was no any other prevention mechanism taken by MoLSA (MoLSA representative, Interview, May 14, 2014).

AABoLSA representative in contrary said that their office receive complains of Addis Ababa migrants and when complain arises, BoLSA will request the PEA to explain the case. Finally BoLSA negotiate both parties to resolve issues peacefully (BoLSA representative, Interview, May 12, 2014).

According to key informant from FDRE MoFA, though there was embassy or consular office of Ethiopia in the ME, there was institutional limitation to follow the living and working condition of Ethiopians in the ME. The key informant said one of the major limitations of our embassies in the region was Labor Attaché has not been assigned that would follow the status of Ethiopians in the region, receive complains from Ethiopians and facilitate solution. In addition in each Ethiopian embassy or consular office in the region there was only one diplomat who was responsible and assigned to accomplish political, economic and other multinational diplomatic mission. In contrary to this, Article 36 of Employment Exchange Service Proclamation No. 632/2009 said MoLSA shall, in consultation with the MoFA and acquiring the permission of the higher authority assign Labor Attaches as may be required, to ensure the protection of the rights, safety and dignity of workers deployed abroad however still no Labor Attaché has been assigned to any ME country. Due to this, as the key informant from MoFA said, follow up activities to ensure protection of the rights, safety and dignity of workers deployed abroad were left behind and violence vulnerability of migrant women domestic workers in the ME was raised (MoFA representative, Interview, May 15, 2014).

As representative of AABoLSA said since there was no Labor Attaché in Embassies and Consular Offices of Ethiopia in the ME, the information flow between MoLSA &/BoLSA and MoFA became less. Due to this the vulnerability of Ethiopian migrant women domestic workers risen (AABoLSA representative, Interview, May 12, 2014).

As the key informant from MoFA also said since MoFA had not enough links with FDRE MoLSA concerning the Ethiopian migrant women domestic workers, MoFA did not have a data base and it may not know who went out to the ME as domestic worker. As the informant added that unless and otherwise a domestic worker was registered in Embassy or Consular Office in person, MoFA did not have any mechanism to have a list of Ethiopian migrant women domestic workers in the ME (MoFA representative, Interview, May 15, 2014).

Table 12: Availability of Ethiopian Embassy/Consular Office in ME

Ser. No.	ME Countries	Embassy	Consular Office
1	Lebanon, Beirut		Yes
2	Saudi, Jeddah		Yes
3	Saudi, Riyadh	Yes	
4	Kuwait	Yes	
5	UAE, Dubai		Yes
6	UAE, Abu Dhabi	Yes	
7	Qatar, Doha	Yes	

Source: FDRE MoFA

As it was indicated in the above explanations, institutional capacity limitation especially limitations of our embassies or consular offices to follow the condition of deployed domestic

workers was visible. The below Table 13 contained the number of domestic workers who went to the ME through MoLSA officially.

Table 13: Ethiopian Domestic Workers in ME (2008/09 – 2012/13)

ME Countries	No. of Domestic Workers	Percentage
Saudi Arabia	338,860	78.1
Kuwait	92,405	21.3
UAE, Dubai	1,086	0.25
Others	1,454	0.35
Total	433,805	100

Source: MoLSA, 2013

Table 14: Age of Ethiopian Domestic Workers (2008/09 – 2012/13)

Age Group	No. of Domestic Workers	Percentage
< 25	79,863	18.4
25 – 29	273,874	63.1
>29	80,068	18.5
Total	433,805	100

Source: MoLSA, 2013

As Table 13 depicted above, from 2008/09 to 2012/13, the destination of more than 78% of Ethiopian migrant women domestic workers were Saudi Arabia. Though Saudi was the major labor receiving country of Ethiopia, most of the violence complains came from it. Based on the observation of 921 complains raised by victims in AABoLSA and MoLSA, only 4.6% of the complaint came from Kuwait and other countries. The rest 95% of complains are from Saudi

returnees. The repetitive complains were excessively long working hours and work overload. The next repetitive complains are salary withholding, no day off, no adequate food, no medication, physical abuse, sexual abuse or trial (FDRE MoLSA, Observation, May 15, 2014).

Article 20 of the Proclamation No. 632/2009 of sub article 2 said that PEA shall be responsible to ensure the rights, safety and dignity of the worker. The Proclamation in its sub article 1 of article 7 also said a PEA shall fulfill the required staff to supervise the office and provide a service of occupational orientation or pre-employment orientation. In addition the Proclamation in its sub article 2 of article 16 stated that a PEA which deploy workers abroad shall have the obligation to register them within 15 days, with the nearest Ethiopian embassy or consular office ensure that the worker has obtained a work permit, and submit such information to the Ministry. Among PEAs I made interview, there is no agency which undertake pre-employment orientation and no one registers a worker sent abroad with Ethiopian embassy or consular office (PEAs, Interview, May 13, 2014).

However, three of the PEA representatives said that though they were responsible to ensure the rights, safety and dignity of workers, there was no supportive system from other concerned bodies like MoFA. One of the key informants among the PEAs said “when we tried to give solution for violence report by a domestic worker, we would not have got enough support from Ethiopian embassies in the area.” So the key informant concluded that the government of Ethiopia did not give due attention for the PEAs’ violence report and this increased the vulnerability of domestic workers to violence and exploitation by the employers because **“ባለቤት የናቀውን አምሌ ባለእዳ አይቀበለውም”** (If one disrespect his or her asset, no one can respect it). Therefore, such factors made migrant women domestic workers vulnerable to violence (PEAs, Interview, May 13, 2014).

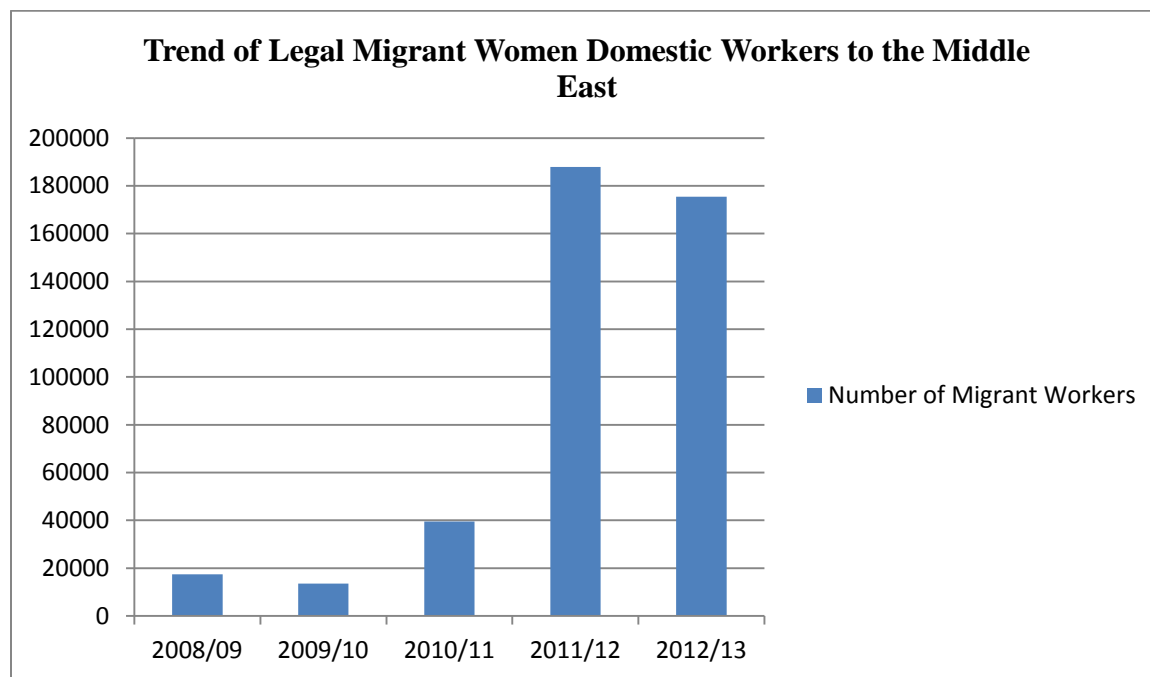
Article 24 of the Proclamation No. 632/2009 says MoLSA may issue directive governing the minimum wage of overseas workers depending on the situation of each country. Currently the minimum wage decided by MoLSA for Ethiopian domestic workers in the ME is around 750 Saudi Rial. Based on IHRC (2013) wages ranged from KD (Kuwaiti Dollar) 52 per month (USD 180) for Ethiopian domestic workers to KD 92 (USD 324 per month) for Filipina domestic workers (p.24).

As one of my key informants from PEAs said that there was no possibility or no space for the employee to bargain over the given salary since it was already predefined as minimum salary. As the key informant explained that even though they understand the salary was unfair but they could not do anything than the already prescribed minimum salary (PEAs, Interview, May 13, 2014). Sometimes “even though the minimum wage for migrant workers is set at US\$180 by MoLSA, certain PEAs agree with the overseas representative and the employer to pay less to the worker once the worker reaches her destination” (ILO, 2011, pp.66-67).

Trend of Legal Migrant Domestic Workers to ME

This is an official data from MoLSA that incorporates the last five years trend of Ethiopian migrant women domestic workers to different countries of the ME. In October 2013 MoLSA banned employment of domestic workers for the unknown period of time. Since then it is the 7th month now in May, 2014, nothing is told than the way will be opened for prospective domestic workers. The below chart depicts the growth in the number of Ethiopian migrant women domestic workers to the ME increases at the increasing rate.

Figure 1: Trend of Ethiopian Overseas Women Domestic Workers



Source: MoLSA, 2013

The number of workers employed overseas starting from 1981/82 till 2010/11 is 200,930 among which 67.38% overseas employment opportunities were obtained through PEAs (MoLSA, 2010/11, p.44). As we can see from the above Figure 1, the number of domestic

workers dramatically risen in 2011/12 and 2012/13 by 187,927 and 175,429 respectively.

MoLSA tried to manage the employment by adopting standard employment contract though the applicability of contract details in destination countries is in question. Since violence against Ethiopian migrant women domestic workers was rising, MoLSA banned the formal employment process till the unknown time. Whatever the case, as the Proclamation No. 632/2009 says, it is necessary to further protect the rights, safety and dignity of Ethiopians going abroad for employment in pursuance to their qualification and ability.

Discussions

Assessing vulnerability of migrant women domestic workers to violence and measuring how much they were vulnerable have vital role to take prevention, protection and prosecution measures. The purpose of this study was to assess how Ethiopian migrant women domestic workers are vulnerable to violence due to local side factors i.e. individual, interpersonal, institutional and structural factors. The findings can be categorized as quantitative and qualitative ones.

The quantitative findings showed that individual variables were ranked as the major contributing factor among the four subscales which were supposed to measure vulnerability of Ethiopian migrant women working in the ME as domestic worker. According to the respondents, migrant women were vulnerable to violence due to the workers' age, skill and experience level, workers' attitude, physical and mental health before departure. The vulnerability of workers due to low individual qualification and other individual qualities of workers was portrayed as the value of 45% variance which implied that 45% of violence vulnerability of workers under the study was caused by the individual variable.

The second significant factor which had 26% of variance value was interpersonal variable. The result of the study depicted that 26% of violence vulnerability of workers under the study was due to interpersonal variable. Ethiopian migrant women domestic workers were vulnerable to violence due to their poor interpersonal skills such as language, communication, conflict management and resistance strategy skills.

Ethiopian migrant women domestic workers were also vulnerable to violence due to limited local institutional capacities like limitation of FDRE MoLSA employment & follow up system, limitation in FDRE MoFA follow up system, problem in PEAs' recruitment, selection, employment and follow up system and lack of strong Association of Ethiopian Community in ME. Among the top 10 items measuring migrant domestic workers vulnerability to violence and identified by the study, 9 of them were under the institutional scale. That is why the % of variance value for institutional variables became 26%.

Structural factor was the least contributing factor to violence among the independent variables in the study by scoring only 3% of variance. This value showed that structural factor contributed only 3% of violence vulnerability of domestic workers participated under the study. Structural variables associated with the workers and covered in this study were the workers' femininity, their ethnicity, religion and culture difference with their employer and their bargaining power.

The qualitative study showed consistent and additive output to the quantitative result. The observation of filled complain forms by victims showed 95% of complains came from Saudi returnees and the repetitive complains were long working hours, work overload, salary withholding, no adequate food, no medication. These issues were indicated in the employment

contract and as the quantitative result showed that responsible institutions were not in a position to make follow up of the living and working condition of domestic workers in the ME. In addition, the observation result depicted that the standard employment contract had not set working hours and there was gaps to make follow up about the applicability of terms in the employment contract. Due to these factors vulnerability of domestic workers to violence risen.

MoLSA were giving only a half day pre-employment orientation while the PEAs were not in a position to give even an orientation. No long term skill training was not given by the respective PEAs to prospective domestic workers before departure though the Employment Exchange Service Proclamation No. 632/2009 set precondition that anyone shall present required staff to supervise the office and provide a service of occupational orientation to obtain PEA license.

Even though the Proclamation No. 632/2009 says a PEA shall have the obligation to register a worker sent abroad with the nearest Ethiopian Embassy or Consular Office but PEAs did not do that. In addition, other than the age of prospective domestic workers, the Proclamation did not set a minimum requirement to be employed as domestic worker. This heightened the vulnerability of workers to violence.

Other than the general rights of citizens to freely move anywhere and the Proclamation No. 632/2009, Ethiopia had no migration policy which would bind migration issues of the country. Ethiopia did not have bilateral labor agreement with ME countries. Moreover, the Proclamation says MoLSA shall, in consultation with MoFA, assign labor attaches to ensure the protection of the rights, safety and dignity of workers deployed abroad but no labor attaché was

assigned in any ME country. Due to this, follow up activities to ensure the rights and safety of workers were left behind and the vulnerability of domestic workers to violence was raised.

The Proclamation No. 632/2009 also provided that a National Committee shall be established by the government to protect the rights, safety and dignity of citizens, to facilitate the exchange of overseas employment information with the concerned organs, to strengthening the information safety data base and to cause the conducting of studies with a view to concluding bilateral agreements with receiving countries but the committee is still not established which increased the vulnerability of Ethiopian migrant women working in the ME as domestic workers.

Chapter Five

Summary, Conclusion, Recommendation and Social Work Implication

In the previous chapter, the discussions have been carried out according to the objective of the study. In order to assess the level of vulnerability of Ethiopian women migrant domestic workers in the ME to violence due to local factors, the researcher identified four parameters namely individual, interpersonal, institutional and structural variables. Discussions were made using these parameters. Further qualitative results were also presented previously. This chapter presented the summary of the major findings, concluding remarks and finally the recommendations.

Summary of the Findings

Both the quantitative and qualitative study produced supportive and coinciding result each other. The mixed research method showed that Ethiopian migrant women domestic workers who were in the ME and participated in this study were highly vulnerable to violence due to several supplier side factors. These factors would be either controlled locally before the workers were deployed abroad or after they are deployed.

Vulnerability of migrant women domestic workers to violence due to individual factors was measured using variables like age of the domestic workers, workers' experience in the area, professional skill in housekeeping, information about destination before departure, attitude towards the employer, physical and mental health before departure and the domestic workers' choice to runaways. The finding of the study showed that the workers were highly vulnerable to violence due to their low skill qualities, low qualifications and little or no information about the

destination. About 45% of violence vulnerability of the workers in this study was due to the individual factors.

The contribution of both interpersonal and institutional variables to violence vulnerability was almost equal and both variables accounted for about 26% of violence vulnerability of the workers under the study. The workers were vulnerable due to low interpersonal skills which implied that the workers had limited ability to communicate well in destination country's language, little ability to manage conflicts and reserved capacity to resist abuse by someone around them.

Due to local institutional limitations, lose organizational structure and lose coordination among organizations that had participated in the employment process or that had some role in the employment exchange service to take prevention, protection or prosecution measures, the domestic workers became vulnerable to abusive and exploitative labor situations.

Moreover, the migrant women domestic workers who participated in the study were not vulnerable due to structural factors such as gender, race, religion and culture difference with the employer, trade union membership and bargaining power of domestic workers. Structural factors had only 3% of contribution to violence vulnerability of the workers.

From the top 10 list that increased vulnerability of migrant women domestic workers to violence, 9 of them were under institutional scale. Among the top five items which had a higher contribution and impact for migrant women domestic workers' vulnerability to violence, three of them were caused by PEAs. These five items presented here as follows in descending order of their impact on vulnerability to violence: PEAs did not take preventive and corrective action against abuse on migrant domestic workers; PEAs did not facilitate scientific age examination

for the prospective workers before deployment; PEAs did not follow the living and working condition of domestic workers; FDRE MoLSA did not follow the living and working condition of domestic workers and when migrant women domestic workers report abuse, Ethiopian government representative in destination country did not take immediate action against abuse.

The least five contributing factors which had minimum impact on the vulnerability of domestic workers to violence summarized here in descending order of their impact on vulnerability to violence. This less vulnerability of domestic workers was because the workers could operate phone, e-mail and social media to report abuse; There was Ethiopian government representative in country of destination; Domestic workers were not underage when they were deployed; Domestic workers had full health before departure to handle domestic work and domestic workers did not choose runaways as a solution to violence by employer.

The standard employment contract which was designed by MoLSA did not set hours of work and there was no coordinated follow up mechanism about the applicability of terms in the employment contract. Due to this vulnerability of domestic workers to violence had risen.

The Employment Exchange Service Proclamation No. 632/2009 did not set a minimum requirement to be employed as domestic worker. Prospective domestic workers did not take skill training before departure and PEAs did not have culture to give pre-employment orientation. In addition, PEAs did not register a worker sent abroad with the nearest Ethiopian embassy or consular office in contrary to the Proclamation. This heightened the vulnerability of workers to violence.

Ethiopia had no migration policy which would govern migration issues of the country and it also did not have bilateral labor agreement with ME countries. Though the Proclamation

No. 632/2009 says MoLSA shall, in consultation with MoFA, assign Labor Attaches and establish a National Committee to ensure the protection of the rights, safety and dignity of workers deployed abroad. However, Labor Attaché has not been assigned and National Committee has not been established.

Conclusion

Individual scale was the significant contributing factor among the four predefined variables measuring vulnerability in the study. The finding of the study showed that Ethiopian women working in the ME as domestic workers and participated in the study were highly vulnerable to violence due to the individual worker's low skill qualities, low qualifications and little or no information about the destination.

The study was also found that the contribution of interpersonal variables to vulnerability of migrant women domestic workers to violence was high. Interpersonal factor was the second significant factor in this study. It was high due to the workers' low language and communication ability, little resistance strategy and low skill of managing conflicts with the employer.

Based on the assessment it was found that the employment system was comprised of full of trouble to the worker starting from pre departure or pre migration to migration stage. In the pre migration stage local participating institutions like MoLSA, MoFA as well as PEAs and other stakeholders like Association of Ethiopian Community in the ME lacks to do necessary preparation to evaluate prospective domestic workers, select, induct, upgrade gaps, if any and deploy the right labor to the ME. In addition the local institutions which participated in the employment process in one way or another lacks to have proper system to follow the living and working condition of Ethiopian migrant women domestic workers in the ME.

The domestic workers who respond to the questionnaires were not vulnerable to violence due to structural factors attached to them such as their gender, race, religion and culture difference with the employers, trade union membership and bargaining power of domestic workers.

There was no a clear and coherent migration policy and a national action plan on labor migration. The Employment Exchange Service Proclamation No. 632/2009 enacted that Labor Attaches shall be assigned by MoLSA in consultation with MoFA to ensure the protection of the rights, safety and dignity of workers deployed abroad. The Proclamation also enacted a National Committee shall be established by the government to protect the rights, safety and dignity of citizens to facilitate the exchange of overseas employment information with the concerned organs, to strengthening the information database and to cause the conducting of studies with a view to concluding bilateral agreements with receiving countries. However no Labor Attaché was assigned and no National Committee was established. Due to this, no bilateral agreement is signed by Ethiopia and labor receiving countries. In addition other than the age of prospective domestic workers, the Proclamation itself did not set a minimum requirement to be employed as domestic worker. These legal and local institutional gaps identified through qualitative study heightened the vulnerability of the domestic workers to violence.

Finally, the standard employment agreement signed by the employer and the employee was not binding and could not enforce those parties and hence the rights of workers were violated easily. The agreement did not cover such terms like working hours per day. The factors found in both quantitative and qualitative study increased the vulnerability of migrant women domestic workers to violence. Therefore, we can conclude that women who were working in the ME as domestic workers and who were respondents of the study were

highly vulnerable due to the following factors: low individual and interpersonal qualities of the workers, limitations of capabilities in local institution that participated or had some stake in the migration process of domestic workers, , no migration policy in the country, implementation and execution problem of the current Employment Exchange Service Proclamation of Ethiopia, limitations prevailed in the Proclamation such as except age no minimum requirements was set to be employed as domestic worker, no bilateral agreement signed between Ethiopia and labor receiving countries of ME, no National Committee established to follow the situation of domestic workers and no Labor Attaché assigned in Ethiopian Embassies or Consular Offices in ME.

Recommendation

As it is described in Constitution of the FDRE Proclamation Number1/1995 Article 32 “Any Ethiopian has...the right to liberty of movement and freedom to choose his/her residence as well as the freedom to leave the country at any time he/she wishes to.” Moreover in Article 18 of the FDRE constitution “Everyone has the right to protection against cruel, inhuman or degrading treatment or punishment.”

First and foremost migration policy should be designed to govern and administer migration issues of the country. The Employment Exchange Service Proclamation No. 632/2009 should be revised and it should incorporate up to date requirements like minimum requirements to be employed as a domestic worker.

The standard employment agreement designed by MoLSA should also incorporate working hours expected from domestic workers and MoLSA should have a system to follow the applicability of terms in the agreement.

As it is proclaimed in the Proclamation No. 632/2009, Labor Attachés should be assigned in at least major labor receiving countries and a National Committee should be established to ensure the protection of the rights, safety and dignity of workers deployed abroad.

Though the right to liberty of movement and freedom to leave the country is ratified in the FDRE constitution, other bilateral, regional or multilateral labor agreements should be signed between labor sending country in this case Ethiopia and with at least major labor receiving countries like the ME countries so that migrants will have a favorable working and living condition in the destination country.

PEAs in collaboration with FDRE MoLSA have to assess prospective individual women domestic workers' qualities and capacities before departure and if there is a gap between the requirements and the individual qualifications, training should be facilitated so that the bargaining and negotiating power and in parallel the salary of the workers may increase.

During migration stage institutions like FDRE MoLSA, FDRE MoFA, PEAs and Association of Ethiopian Communities should have comprehensive system that create network of information concerning Ethiopian migrant women domestic workers deployed abroad.

FDRE MoLSA and FDRE MoFA should strive to take the initiative to form Migrant Women Domestic Workers' Trade Union that will empower them and should give support for the formation or strengthening of Association of Ethiopian Communities in the ME countries.

During migration stage FDRE MoLSA with other stakeholders like FDRE MoFA has to design effective follow up mechanism about the living and working condition of the domestic workers. Simultaneously easily accessible complaint receiving and handling system should also be taken into effect. MoLSA should actively follow the practice and responsibility of PEAs.

Finally, as we can see from results and discussion of the study, all stakeholders starting from the individual domestic worker, various local institutions and Ethiopian communities abroad have their own role in minimizing Ethiopian migrant women domestic workers' victimization and vulnerability to violence.

Social Work Implication

Social work is all about empowerment and liberation of the vulnerable, the disadvantaged and impoverished people to enhance well-being and help them to be informed decision makers about their life (International Federation of Social Workers, 2000, p.409). Based on the findings and discussion of the study, Ethiopian migrant women working in the ME as domestic worker and participated in this study are vulnerable to violence due to individual skill and capacity problem, limited interpersonal skills, institutional constraints as well as legal protection gaps. Therefore, as a social worker, the researcher has a role in alleviating or minimizing the extent of vulnerability of migrant domestic workers to violence.

According to the findings of the study, the following issues can be intervention points for social workers.

- Prevention—The quality of labor or prospective domestic workers should be increased through skill trainings; psychological trainings should be facilitated before departure to fill rights assertiveness and confidence gap of the workers and finally valuable and enough information about the employer, the destination country, as well as know how about their rights and responsibilities should be provided prior to takeoff so that the prospective domestic workers be informed decision makers.

- Protection–Social workers can be engaged in legal advocacy so that the existing laws concerning domestic workers be implemented properly and to take initiative to have new protection and binding laws. In our case, the terms and conditions in the standard employment agreement are not respected in the destination country. The standard employment agreement and the Proclamation No. 632/2009 by passes to set minimum requirement to be employed as domestic worker except setting the minimum age of prospective workers. In addition though the Proclamation enacts the assignment of Labor Attaches in the destination country which ensures protection of the rights, safety and dignity of workers, still no Labor Attaché is assigned. The establishment of National Committee which was expected to protect the rights, safety and dignity of citizens is also one of the promises of the Proclamation but still not applied. Ethiopia, as labor supplier country, should have migration policy and bilateral labor agreement should be signed at least with major labor receiving country. However, no migration policy and no bilateral labor agreement exist in the country.
- Prosecution–As social worker, having involved in prevention and protection points, one can engage in prosecuting the offender/s to bring about justice to the victim.
- Finally, at the time of data gathering, the researcher could find only two institutions which provide temporary shelter, post migration skill trainings and medication to the victims or returnees. However the researcher believes that the number of those institutions is too scarce.

By intervening at the above intervention points, social workers can play their role in ensuring the rights, safety and dignity of workers deployed overseas.

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Appendix A

Questionnaire (English)

Addis Ababa University, School of Social Work

It is a questionnaire to be filled by returnees/victims from the Middle East due to several problems.

This questionnaire is designed mainly for the purpose of gathering firsthand information from the returnees concerning the problems faced and the factors associated with it especially local or supplier side factors. The information gathered will be used as a major source for the thesis prepared for the partial fulfillment of the requirements for the degree of Master of Social Work in Addis Ababa University.

Since the information you provide may be used to identify where the right source of the problem avails and it may contribute to the quality and success of this paper, you are kindly asked to forward your genuine response. I assure you that your information is confidential and do not write your name.

If you have any query, do not hesitate to contact me

Markos Getahun – 0911509826

Thanks in advance for you cooperation!

Questionnaire

I. Respondent's Profile

1. Age
 - a. below 18
 - b. 18 – 25
 - c. 26 - 35
 - d. Above 35
2. Birth place-----
3. Educational background
 - a. below 6th
 - b. 7th – 8th
 - c. 9th – 10th
 - d. above 10th
4. Country of employment-----
5. Way of migration
 - a. Legal agency through MoLSA
 - b. Broker
 - c. family/friend
 - d. Others
6. Time of stay/service duration
 - a. Below 2 Years
 - b. 2 – 4 years
 - c. 5 – 6 years
 - d. above 6 years
7. Why do you return to Ethiopia?-----

8. What type/s of problems you faced when you were in the Middle East?-----

II. Based on your experience as a domestic worker in the Middle East (ME), please rank your response for various values mentioned below. The rank of your response shows that to what extent you agree with each of the following statements.

S. No.	Survey Questions	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I. Individual Variable						
A. Age						
1.	I did not increase my age to be employed as migrant domestic worker					
2.	I was not under age when I am employed as a domestic worker					
B. Experience						
3.	I had experience as domestic worker when I was in Ethiopia					
4.	I had previous experience as domestic worker in the ME					
5.	I had exposure for modern house staffs, modern kitchen and materials before departure					
C. Professional Skill in Housekeeping						
6.	I had professional skill and training in housekeeping and related fields					
D. Knowledge, Information and Preparation Before Departure						
7.	I got full and enough information about physical environment and cultural information of my destination country before departure					
8.	I got full and enough information about my employer’s family size before departure					
9.	I had participation in dealing the employment contracts with my employer in the ME					
10.	I had detail knowledge and information about my contract details like rights and responsibilities in my employer’s home and in my destination country as a whole					

11. I have general understanding about human rights					
12. I have full confidence to assert my rights as it is described in my employment contract document and in other rights law					
13. I knew where and how to report when someone tries to abuse me					
14. I can operate phone, e-mail and social medias to report abuse					
15. I prepared myself well for the domestic work in the ME					
E. Attitude Towards Employers					
16. I had positive attitude for Arabs in general and for my employer in particular					
F. Physical and Mental Health					
17. I had full mental and physical health to handle the domestic work before departure					
G. Runaways					
18. I did not choose to runaways as a solution to violence by the employer					
II. Interpersonal Variable					
H. Language Skill					
19. I can listen and speak my employer’s language					
20. I can read and write my employer’s language					
I. Communication Skill					
21. I have good communication with my employer and his/her family member/s					
22. I had introduction session and discussion with my employer before departure					
J. Conflict Management Skill					
23. I can manage conflicts when it occurred with my employer and his/her family member/s					
K. Violence Resistance Skill					
24. I had resistance strategy to protect me from violence against me					
III. Institutional Variable					
L. FDRE MoLSA Employment & Follow up System					

Running Head: MIGRANT WOMEN’S VULNERABILITY TO VIOLENCE

25. FDRE MoLSA gave me enough professional, life skill and other trainings before departure					
26. FDRE MoLSA was making follow up to assess my living and working condition					
27. I had a means to contact FDRE MoLSA to report abuse occurred on me					
28. When I reported abuse on me, FDRE MoLSA took immediate action against it					
29. FDRE MoLSA did preventive and corrective action against abuse by the employer					
M. FDRE MoFA System/Role in Migration Process					
30. There is Ethiopian government representative in my country of employment					
31. I had communication with Ethiopian government representative in my country of employment					
32. The Ethiopian government or its representative made follow up my living and working condition					
33. When I reported abuse on me, the government representative take immediate action against it					
N. PEAs’Employment and Follow up System					
34. My agency made assessment of my knowledge, skill, attitude, language and other variables before starting the employment process					
35. My agency facilitated my physical and mental health status examination before starting the employment process					
36. My agency facilitated scientific medical examination (MRI) to know close estimation of my age before starting the employment process					
37. My agency gave me enough professional, life skill and other trainings before departure					
38. My agency was making follow up to assess my living and working condition					
39. I had a means to contact my agency to report abuse occurred on me					
40. When I reported abuse on me, my agency take immediate action against it					

41. My agency did preventive and corrective action against abuse by the employer					
O. Association of Ethiopian Community Role in Middle East					
42. There is formal Ethiopian community in my country of employment					
43. I was the formal member of Ethiopian community in my country of employment					
44. I had contact with Ethiopian community in my country of employment					
45. The Ethiopian community in my country of destination made follow up about my living and working condition					
46. When I reported abuse on me, the Ethiopian community in my country of destination take immediate action against it					
IV. Structural Variable					
P. Sex					
47. I did not face inequality/abuse due to my femininity is sex					
Q. Bargaining Power and Unionization					
48. I was a member of domestic workers’ union in my country of destination or in other regions					
49. I had bargaining power in deciding salary, working hours, rest time and overall working conditions against my employer					
R. Race					
50. I did not face inequality/abuse because I am black					
S. Religion Difference with the employer					
51. I did not face inequality/abuse since my religion is different from my employer					
T. Culture Difference with the employer					
52. I did not face inequality/abuse due to culture difference between I and my employer					

Appendix B

Questionnaire (Amharic)

አዲስ አበባ ዩኒቨርሲቲ

የሶሻል ወርክ ትምህርት ቤት

በአረብሃገራትማለትምበመካከለኛውምሥራቅበቤትውስጥሥራአገልግለውእንዲሁምችግሮችአጋጥሟቸውወደ ሃገራቸውበተመለሱዜጎችየሚሞላመጠይቅ

ይህመጠይቅየተቀረፀበትዋናዓላማበተለያዩየአረብሃገራትበቤትውስጥሥራአገልግለውበአንዳንድችግሮችምክን ያትወደሃገራቸውየተመለሱሴቶችንበመጠየቅናመረጃበማሰባሰብየችግሮችንምክንያት/ቶችበተለይበሃገርውስጥ ያሉምክንያት/ቶችንንቅሶለማውጣትነው፡፡

ከዚህመጠይቅየሚሰበሰበውመረጃእንደቀዳሚመረጃሆኖበአዲስአበባዩኒቨርሲቲየሶሻልወርክትምህርትክፍልየሁ ለተኛዲግሪመመረቂያጥናትላይጥቅምላይይውላል፡፡ይህመጠይቅጠቃሚመረጃዎችንሰብስቦየችግሮቹንምንጭ ችበማወቅለቀጣይያመፍትሄሃላቦችግብአትይሆናል፡፡

ስለዚህየእርስዎትክክለኛእናቀናመልስለጥናቱጥራትእናስኬታማነትወሳኝስለሆነእውነተኛመረጃበመስጠትእን ዲተባበሩእየጠየኩይህየሚሞሉትመረጃምስጢራዊነቱእንደሚጠበቅላረጋግጥልዎእወዳለሁ፡፡

መጠይቁን ሲሞሉ ስምዎን አይጻፉ፡፡

ስለትብብርዎ በቅድሚያ አመሰግናለሁ

ጥያቄ ካለዎ ከዚህ በታች ባለው ስልክ ይጠቀሙ

ማርቆስ ጌታሁን - 0911509826

የጥናት መጠይቅ ፎርም

I. የመላሾች መረጃ

1. **እድሜ**

ሀ. ከ18 ዓመት በታች

ሐ. ከ26 — 35 ዓመት

ለ. ከ18 — 25 ዓመት

መ. ከ35 ዓመት በላይ

2. የትውልድ ሥፍራ-----

3. የትምህርት ደረጃ

ሀ. 6ኛ ክፍልና በታች

ሐ. ከ9ኛ-10ኛ ክፍል

ለ. ከ7ኛ-8ኛ ክፍል

መ. ከ10ኛ ክፍል በላይ

4. ሲሰሩ የነበሩበት ሃገር ሥም-----

5. ወደ አረብ ሃገር ለመሄድ የተጠቀሙበት መንገድ

ሀ. በህጋዊ ኤጀንሲ ሆኖ በሠ/ማ/ጉ/ሚ በኩል ሐ. በቤተሰብ ወይም በጓደኛ

ለ. በደላላ

መ. በሌላ

6. በአረብ ሃገር ለምን ያክል ጊዜ አገለገሉ

ሀ. ከ2 ዓመት በታች

ሐ. ከ5 — 6ዓመት

ለ. ከ2 — 4 ዓመት

መ. ከ6 ዓመት በላይ

7. ወደ ኢትዮጵያ መመለስ ለምን ወሰኑ-----

8. አረብ ሃገር ላሉ ምን አይነት ጥቃት ወይም ችግር ደረሱብዎ ነበር-----

II. በመካከለኛው ምሥራቅ (በአረብ ሃገር/ሃገራት)

በነበርዎባቸው ስጥፍ ምሥራቅ አምድ መሰረት እባክዎ ከዚህ በታች የሚገኙትን ጥያቄዎች ከጎናቸው ከተቀመ

ጡ አምስት አማራጮች ወይም ሳጥኖች መካከል ትክክል ነው ብለው የሚስማሙበትን እንድምላሽ ✓ ወይም X

ምልክት በማድረግ ይምረጡ፡፡

ተ.ቁጥር	መጠይቆች	አጥብቄ እስማማለሁ	አስማማለሁ	ገለልተኛ ሃሳብ	አልሰማማም	አጥብቄ አልሰማም
II. ግለሰባዊ ጉዳዮች						
ሀ. እድሜ						
1.	ውጪ ሃገር ሥራ ለመቀጠር ስልጠና እድሜዬን አልጨመርኩም					
2.	ውጪ ሃገር ለቤት ስጥፍ ሥራ ስቀጠር እድሜያለሥራደር ሶነበር					
ለ. ልምድ						
3.	ኢትዮጵያው ስጥፍ በነበርኩበት ጊዜ በቤት ስጥፍ ሥራ ልምድ ነበረኝ					
4.	ከዚህ ቀደም ብሎ በአረብ ሃገራት የቤት ስጥፍ ሥራ ልምድ ነበረኝ					
5.	ውጪ ሃገር ከመቀጠሪያ በፊት በዘመናዊ የቤት እቃዎች፣ በዘመናዊ ማድረግ እቃዎች የመጠቀም ልምድ ነበረኝ					
ሐ. የቤት አያያዝ ክህሎት						
6.	ውጪ ሃገር ከመቀጠሪያ በፊት በሆቴል፣ ቱሪዝም እና ተመሳሳይ መስኮች ሙያዊ ክህሎት እና ስልጠና ነበረኝ					
መ. እውቀት፣ መረጃ እና ቅድመ ዝግጅት						
7.	ውጭ ሃገር ተቀጥሎ ከመሄድ በፊት ስለ ሃገሪቱ ተፈጥሮ አዋወ ይም እየርሁኔታ እና ባህላዊ ሁኔታ በቁመረጃ ነበረኝ					
8.	ውጭ ሃገር ተቀጥሎ ከመሄድ በፊት ስለ ቀጣሪ ጾታ ስለ ቤተሰብ ጾታዊ/ጾታዊ ብዛት በቁመረጃ ነበረኝ					
9.	ከቀጣሪ ወይም ከቀጣሪ ተዋካይ ጋር ስለ ቅጥር ኮንትራት ወይም ስለ ቅጥር ውሎ በመደራደር ተሳትፎ ነበረኝ					
10.	በቅጥር ኮንትራት ወይም በቅጥር ውሎ ስጥፍ ላይ መብት ናግዴታዎቼ ጥልቅ እውቀትና መረጃ ነበረኝ					
11.	ስለ ሰብአዊ መብቶች ጠቅላላ እውቀት አለኝ					
12.	በቅጥር ኮንትራት ወይም በቅጥር ውሎ እና በሌሎች ህጎች ውስጥ ያሉ ጎንጎሮች ለማስከበር በራስ የመተማመን መንፈስ ነበረኝ					

13. አንድሰውጥቃት ሊያደርስብኝሲሞክርየት እና እንዴት አቤቱታ ማቅረብ እንደነበረብኝ አውቅንበር					
14. ስልክ፣ ሜል እና የተለያዩ መገናኛ ብዙሃን ዘዴዎችን ተጠቅሜ ያለኝን አቤቱታ ማቅረብ እችላለሁ					
15. በውጭ ሃገር ለሚኖረኝ ሥራ በቁቅ ድመዝግጅት አድርጌ ነበር					
ሠ. ስለቀጣሪ ያለ አመለካከት					
16. ለቀጣሪ ይወይም ለሰሪ የእና ለአረቦች የነበረኝ አመለካከት መልካም ነበር					
ረ. አካላዊ እና አእምሮአዊ ጤና					
17. ውጪ ሃገር ተቀጥሮ ከመሄደ በፊት የቤት ውስጥ ሥራዎችን ለመሥራት የሚያስችል የተሟላ አካላዊ እና አእምሮአዊ ጤና ነበረኝ					
ሰ. ከአሰሪ ሮጦ ማምለጥ					
18. ከአሰሪ ሮጦ ማምለጥን ከጥቃት እንደማምለጫ መፍትሄ አድርጌ አልወሰድም ነበር					
III. መስተጋብራዊ ሁኔታዎች					
ሸ. የቋንቋ ክህሎት					
19. የአሰሪዎቹን ቋንቋ ማዳመጥ እና መናገር እችል ነበር					
20. የአሰሪዎቹን ቋንቋ ማንበብ እና መጻፍ እችል ነበር					
ቀ. የተግባቦት ወይም የመግባባት ክህሎት					
21. ከአሰሪዎችን ዲሁም ከአሰሪዎቹ ተሰብአባላት ጋር መልካም መግባባት ነበረኝ					
22. ውጪ ሃገር ተቀጥሮ ከመሄደ በፊት ከአሰሪዎች ጋር የመተዋወቂያ እንዲሁም የመወያያ ያክፍለጊ ይነበረኝ					
በ. የግጭት አፈታት ክህሎት					
23. ከአሰሪዎች ከአሰሪዎቹ ተሰብአባላት ጋር የሚፈጠሩ ግጭቶችን መፍታትና ማስተዳደር የሚችል አቅም ነበረኝ					
ተ. ጥቃትን የመቋቋም ክህሎት					
24. ሊደርሱብኝ የሚችሉ ጥቃቶችን የመቋቋሚያ ዘዴዎች ነበሩኝ					
IV. ተቋማዊ ሁኔታዎች					
ቸ. የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ሰራተኛና ማህበራዊ ጉዳይ ሚኒስቴር የቅጥር ዘዴ					
25. ወደ ውጭ ሃገር ተቀጥሮ ከመሄደ በፊት ተቋሙ በቁሙ ያዋጅ እና ሌሎች ስልጠናዎችን እንዳገኝ አድርጓል					
26. ተቋሙ ወደ ውጭ ሃገር ተቀጥሮ ከሄድኩ በኋላ ስለሰራተኛዎች ስላለሁ በትሁኔታ ክትትል ያደርግ ነበር					
27. ስለደረሰብኝ ጥቃት አቤቱታ ለማቅረብ ተቋሙን የማገኝበት የመገናኛ ዘዴ ነበር					
28. ስለደረሰብኝ ጥቃት አቤቱታ ላቀርብ ተቋሙ ፈጣን ምላሽ ሰጥቶኛል					

29. ተቋሙ ጥቃት ከመከሰቱ ቀደም ብሎ የመከላከል እና ጥቃት ከተከሰተ በኋላ የበኩሉን አስተዋፅኦ አድርጓል					
ኒ.የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ውጭ ጉዳይ ሚኒስቴር ሚና በመካከለኛው ምሥራቅ					
30. በተቀጠርኩበት ሃገር ውስጥ የኢትዮጵያ መንግስት ተወካይ ወይም ኤምባሲ አለ					
31. በተቀጠርኩበት ሃገር ውስጥ የኢትዮጵያ መንግስት ተወካይ ወይም ኤምባሲ ጋር ግንኙነት አደርግነበር					
32. በተቀጠርኩበት ሃገር ውስጥ የኢትዮጵያ መንግስት ተወካይ ወይም ኤምባሲ ስለ ስራ የእና ስላለሁ በትሁኔታ ክትትል ያደርግነበር					
33. ስለ ደረሰብኝ ጥቃት አቤቱታ ሳቀርብ የኢትዮጵያ መንግስት ተወካይ ወይም ኤምባሲ ፈጣን ምላሽ ሰጥቶኛል					
ኘ. የጉዞ ወኪሎች ወይም የኤጀንሲዎች የቅጥር ዘዴ					
34. ኤጀንሲዎች ቅጥር ሂደት ከመጀመሩ በፊት ያለኝን እውቀት፣ ክህሎት፣ አመለካከት፣ ቋንቋ እና ሌሎች ተኮሮችን ያሳደግኩኝ					
35. ኤጀንሲዎች ቅጥር ሂደት ከመጀመሩ በፊት ስላለኝ አካላዊ እና አእምሮአዊ ጤና ምርመራ እንዳገኝ አድርጓል					
36. ኤጀንሲዎች ቅጥር ሂደት ከመጀመሩ በፊት እድሜያን ለማጣራት ዘመናዊ የምርመራ ዘዴ (MRI) ተጠቅሟል					
37. ወደ ውጭ ሃገር ተቀጥሎ ከሚኖሩት ኤጀንሲዎች የቀደምት እና ሌሎች ክህሎት ስለ ጠናዎችን ሰጥቶኛል					
38. ወደ ውጭ ሃገር ተቀጥሎ ከሚኖሩት በኋላ ኤጀንሲዎች ስላለሁ በትእና ስለ ስራ ተኮሮች ክትትል ያደርግነበር					
39. ስለ ደረሰብኝ ጥቃት አቤቱታ ለማቅረብ ኤጀንሲዎች የማገኛብት የመገናኛ ዘዴ ነበር					
40. ስለ ደረሰብኝ ጥቃት አቤቱታ ሳቀርብ ኤጀንሲዎች ፈጣን ምላሽ ሰጥቶኛል					
41. ኤጀንሲዎች ጥቃት ከመከሰቱ ቀደም ብሎ የመከላከል እና ጥቃት ከተከሰተ በኋላ የበኩሉን አስተዋፅኦ አድርጓል					
አ. የኢትዮጵያ ማህበረሰብ ሚና በመካከለኛው ምሥራቅ					
42. በተቀጠርኩበት ሃገር ውስጥ መደበኛ የኢትዮጵያ ማህበረሰብ ማህበር አለ					
43. በተቀጠርኩበት ሃገር የኢትዮጵያ ማህበረሰብ ውስጥ መደበኛ አባል ነበርኩ					
44. በተቀጠርኩበት ሃገር ውስጥ ከሚገኘው የኢትዮጵያ ማህበረሰብ ጋር ግንኙነት አደርግነበር					
45. ወደ ውጭ ሃገር ተቀጥሎ ከሚኖሩት በኋላ በተቀጠርኩበት ሃገር ውስጥ የሚገኘው የኢትዮጵያ ማህበረሰብ ስላለሁ በትእና ስለ ስራ ተኮሮች ክትትል ያደርግነበር					
46. ስለ ደረሰብኝ ጥቃት አቤቱታ ሳቀርብ በተቀጠርኩበት ሃገር ውስጥ የሚገኘው የኢትዮጵያ ማህበረሰብ ፈጣን ምላሽ ሰጥቶኛል					
V. መዋቅራዊ ሁኔታዎች					

ከ. ጾታ					
47. ጾታዬ ሴት በመሆኑም ክንያት ብቻ ጥቃት አልደረሰብኝም					
ኸ. የመደራደር አቅም እና የሠራተኛ ማህበር አባልነት					
48. በተቀጠርኩበት ሃገር ውስጥ ወይም በሌላ አካባቢ የቤት ውስጥ ሠራተኞች ማህበር አባልነት					
49. የሥራ ሰዓትን፣ የእረፍት ጊዜን፣ ደሞዜን እና ሌሎች የአሰሪና ሠራተኛ ሁኔታዎችን ለመወሰን በሚደረግ ድርድር ከፍተኛ ስሜት ስሜት ነበረኝ					
ወ. የዘር ግንድ					
50. የዘር ግንደ ጥቁር በመሆኑም ክንያት ብቻ ጥቃት አልደረሰብኝም					
ዘ. ከአሰሪዬ ጋር ያለ የኃይማኖት ልዩነት					
51. በአሰሪዬ እና በእኔ መካከል ባለ የኃይማኖት ልዩነት ምክንያት ብቻ ጥቃት አልደረሰብኝም					
ዘ. ከአሰሪዬ ጋር ያለ የባህል ልዩነት					
52. በአሰሪዬ እና በእኔ መካከል ባለ የባህል ልዩነት ምክንያት ብቻ ጥቃት አልደረሰብኝም					

Appendix C

Interview Questions to FDRE MoLSA

1. How do you describe the policy base of migration of domestic workers to the Middle East?
2. How do you explain the employment process of Ethiopian women to the Middle East as domestic workers?
3. How do you describe the role of FDRE MoLSA in the employment process of Ethiopian women in the Middle East as domestic worker?
4. How do you prevent violence against Ethiopian women who go to the Middle East to be domestic worker?
5. How do you follow the living and working condition of Ethiopian women in the Middle East working as domestic worker?
6. How do you respond to violence against Ethiopian women working in the Middle East as domestic worker?
7. How do you explain the causes for vulnerability of Ethiopian women working in the Middle East as domestic worker to violence?

Appendix D

Interview Questions to Addis Ababa BoLSA

1. How do you explain the employment process of Ethiopian women to the Middle East as domestic workers?
2. How do you describe the role of Addis Ababa BoLSA in the employment process of Ethiopian women in the Middle East as domestic worker?
3. How do you prevent violence against Ethiopian women who go to the Middle East to be domestic worker?
4. How do you follow the living and working condition of Ethiopian women in the Middle East working as domestic worker?
5. How do you respond to violence against Ethiopian women working in the Middle East as domestic worker?
6. How do you explain the causes for vulnerability of Ethiopian women working in the Middle East as domestic worker to violence?

Appendix E

Interview Questions to FDRE MoFA

1. How do you describe the role FDRE MoFA in the pre-migration, migration and post migration stages of Ethiopian women working in the Middle East as domestic workers?
2. How do you prevent violence against Ethiopian women who go to the Middle East to be domestic worker?
3. How do you describe the relation of FDRE MoFA with stakeholders like FDRE MoLSA concerning Ethiopian women working in the Middle East as domestic worker?
4. How do you follow the living and working condition of Ethiopian women in the Middle East working as domestic worker?
5. How do you respond to violence against Ethiopian women working in the Middle East as domestic worker?
6. How do you explain the causes for vulnerability of Ethiopian women working in the Middle East as domestic worker to violence?

Appendix F

Interview Questions to PEAs

1. How do you explain the employment process of Ethiopian women to the Middle East as domestic workers?
2. How do you describe the role of your agency in the employment process of Ethiopian women in the Middle East as domestic worker?
3. How do you prevent violence against Ethiopian women who go to the Middle East to be domestic worker?
4. How do you follow the living and working condition of Ethiopian women in the Middle East working as domestic worker?
5. How do you respond to violence against Ethiopian women working in the Middle East as domestic worker?
6. How do you explain the causes for vulnerability of Ethiopian women working in the Middle East as domestic worker to violence?

Appendix H

SPSS Results

I. Reliability Statistics for the parameters used to measure Violence Vulnerability

1. Individual Variable

Reliability Statistics	
Cronbach's Alpha	No. of Items
.912	18

2. Interpersonal Variable

Reliability Statistics	
Cronbach's Alpha	No. of Items
.763	6

3. Institutional Variable

Reliability Statistics	
Cronbach's Alpha	No. of Items
.804	22

4. Structural Variable

Reliability Statistics	
Cronbach's Alpha	No. of Items
.733	6

II. Overall Reliability Statistics Measure

Reliability Statistics

Cronbach's Alpha	No. of Items
.879	52

III. Frequency Table

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 18	10	12.0	12.0	12.0
18 – 25	34	41.0	41.0	53.0
26-35	32	38.6	38.6	91.6
More than 35	7	8.4	8.4	100.0
Total	83	100.0	100.0	

Education Level

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 6	12	14.5	14.5	14.5
7 – 8	10	12.0	12.0	26.5
9 – 10	27	32.5	32.5	59.0
More than 10	34	41.0	41.0	100.0
Total	83	100.0	100.0	

Way of Migration

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Legal Agency via MoLSA	72	86.8	86.8	86.8
Broker	7	8.4	8.4	95.2
Family or Friend	4	4.8	4.8	100.0
Total	83	100.0	100.0	

Years of Service Abroad

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 2 years	49	59.0	59.0	59.0
	Two to Four years	5	6.0	6.0	65.1
	Five to Six years	12	14.5	14.5	79.5
	More than Six years	17	20.5	20.5	100.0
	Total	83	100.0	100.0	

**IV. Items Measuring Migrant Women Domestic Workers' Vulnerability to Violence
(Ascending Order of the Mean Value)**

Items Measuring Migrant Women Vulnerability to Violence	N	Min	Max	Mean	SD
My PEA did preventive and corrective action against abuse	83	1	1	1	0
My PEA facilitated scientific age examination before employment	83	1	2	1.01	0.11
My PEA followed my living and working condition	83	1	2	1.01	0.11
FDRE MoLSA followed my living and working condition	83	1	2	1.02	0.15
When I report abuse, Eth. government representative took immediate action	83	1	3	1.02	0.22
When I report abuse, my PEA took immediate action	83	1	3	1.04	0.24
I can read and write my employers' language	83	1	2	1.07	0.26

The Eth. embassy followed my living and working condition	83	1	2	1.12	0.33
FDRE MoLSA took preventive and corrective action	83	1	2	1.13	0.34
I had a means to contact FDRE MoLSA to report abuse	83	1	2	1.14	0.35
When I report abuse on me FDRE MoLSA take immediate action	83	1	2	1.14	0.35
I was a formal member of Ethiopian community	83	1	2	1.16	0.37
I had a means to contact my agency to report abuse	83	1	2	1.17	0.38
I deal with my employers about employment contract in ME	83	1	2	1.18	0.39
I had professional skill and training in hotel and tourism	83	1	2	1.42	0.50
I had introduction session with my employer before departure	83	1	4	1.45	0.82
FDRE MoLSA gave me enough professional training	83	1	4	1.48	0.80
My agency assess my KSA before employment process	83	1	4	1.51	1.11
I have full confidence to assert my rights based on contract	83	1	4	1.52	1.13
My agency gave me enough training before departure	83	1	4	1.52	1.13
I had detail knowledge about my contract details	83	1	2	1.63	0.49
I had experience as domestic worker in ME	83	1	4	1.72	0.79
I got enough info about my employers family size before departure	83	1	4	1.75	1.10
The Ethiopian community had follow upon my working and	83	1	3	1.76	0.46

living condition					
When I report abuse the Ethiopian community take immediate action	83	1	3	1.76	0.46
I had communication with government representative	83	1	2	1.81	0.40
I had contact with Ethiopian community	83	1	3	1.82	0.42
There is formal Ethiopian community in my country of employment	83	1	3	1.99	0.62
I know where and how to report when I face abuse trial	83	1	4	2	1.02
I was a member of domestic workers union	83	1	5	2.05	1.11
I got enough info about my destination country before departure	83	1	4	2.11	1.02
I had exposure for modern house staff before departure	83	1	4	2.23	0.94
I had resistance strategy to protect me from violence	83	2	4	2.46	0.67
My agency facilitate health exam before employment process	83	1	4	2.47	1.32
I had bargaining power in deciding salary and working conditions	83	1	5	2.52	0.88
I can speak and listen my employer's language	83	1	4	2.53	1.08
I have general understanding about human rights	83	1	4	2.63	0.73
I prepared myself well for domestic work in ME	83	2	4	2.70	0.96
I can manage conflicts when it occurred with employer	83	1	4	3.04	1.03
I did not face abuse due to my femininity	83	1	5	3.25	1.16

Running Head: MIGRANT WOMEN'S VULNERABILITY TO VIOLENCE

I had experience as domestic worker in Ethiopia	83	2	4	3.28	0.97
I had good communication with my employer	83	1	4	3.47	1.08
I did not face abuse due to religion difference with employer	83	2	5	3.49	1.17
I did not face abuse due to culture difference with employer	83	2	5	3.55	1.12
I did not face abuse because I am black	83	2	5	3.59	0.61
I had positive attitude for Arabs and with employer	83	2	5	3.80	0.46
I did not increase my age to be employed	83	1	5	3.89	1.16
I can operate phone, e-mail and social media to report abuse	83	2	5	3.94	0.82
There is Ethiopian government representative in destination country	83	1	5	3.96	0.92
I was not underage when I was employed	83	1	5	4.19	1.27
I had full health to handle domestic work before departure	83	4	5	4.64	0.48
I did not choose runaway as solution to violence by employer	83	4	5	4.83	0.38

V. Total Variance Explained/Rotation Sums of Squared Loadings

Component	Total	Cumulative	% of Variance	Cumulative %
Individual	1.804	1.804	45.106	45.106
Interpersonal	1.044	2.848	26.095	71.201
Institutional	1.042	3.89	26.038	97.239
Structural	0.110	4.00	2.761	100.000

VI. Inter-Item Correlation Matrix

Items Measuring Migrant Women Vulnerability to Violence	Total Vulnerability
I did not increase my age to be employed	.592
I was not underage when employed	.559
I had experience as domestic worker in Eth	.229
I had experience as domestic worker in ME	.518
I had exposure for modern house staff before departure	.430
I had professional skill and training in hotel and tourism	.732
I got enough info about my destination country before departure	.603
I got enough info about my employers family size before departure	.753
I deal with my employers about employment contract in ME	.674
I had detail knowledge about my contract details	.181
I have general understanding about human rights	.441
I have full confidence to assert my rights based on contract	.653
I know where and how to report when I face abuse trial	.594
I can operate phone, email and social media to report abuse	.841
I prepared myself well for domestic work in ME	.854
I had positive attitudes for Arabs and my employers	.564

Running Head: MIGRANT WOMEN'S VULNERABILITY TO VIOLENCE

I had full health to handle domestic work before departure	.229
I did not choose run away as a solution to violence by employer	.633
I can speak and listen my employers language	.900
I can read and write my employers language	-.178
I had good communication with my employers	.639
I had introduction session with my employer before departure	.567
I can manage conflicts when it occurred with employers	.674
I had resistance strategy to protect me from violence	.761
FDRE MoLSA gave me enough professional training	.176
FDRE MoLSA follow my living and working condition	.213
I had a means to contact FDRE MoLSA to report abuse	.509
When I report abuse on me FDRE MoLSA take immediate action	.509
FDRE MoLSA took preventive and corrective action	.594
There is Ethiopian government representative in my country of employment	.436
I had communication with government representative	.653
The representative follow my living and working condition	.650
When I report abuse the representative take immediate action	.095
My agency assess my KSA before employment process	.424
My agency facilitate health exam before employment process	.320
My agency facilitate MRI to know age before employment process	.095

Running Head: MIGRANT WOMEN'S VULNERABILITY TO VIOLENCE

My agency gave me enough training before departure	.436
My agency follow my living and working condition	.205
I had a means to contact my agency to report abuse	.427
When I report abuse my agency took immediate action	.227
There is formal Ethiopian community in my country of employment	.846
I was a formal member of Ethiopian community	.378
I had contact with Ethiopian community	.675
The Ethiopian community had follow up on my working and living condition	.394
When I report abuse the Ethiopian community take immediate action	.394
I did not face abused due to my femininity	.073
I was a member of domestic workers union	.131
I had bargaining power in deciding salary and working conditions	.203
I did not face abused because I am black	.303
I did not face violence because my religion is different from my employers	.565
I did not face abused because my culture is different from my employers	.442
Total Vulnerability	1.000

Declaration

I, the undersigned, declare that this thesis is my original work and has not been presented for a degree in any other university and that all sources of materials used for the thesis have been duly acknowledged.

MARKOS GETAHUN

Name

Signature & Date

The thesis has been submitted for examination with my approval as a university advisor

TENAGNE ALEMU (PhD)

Name

Signature & Date