

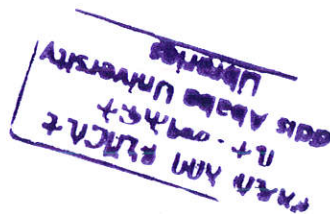
ASSESSING RESILIENCE IN DOMESTIC WORKERS WITH HISTORIES OF
SEXUAL ABUSE IN ADDIS ABABA

BY

SEBLEWONGIEL AYNALEM

A THESIS SUBMITTED TO THE SCHOOL OF SOCIAL WORK
ADDIS ABABA UNIVERSITY

IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF
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Running Head: RESILIENCE IN DOMESTIC WORKERS

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ASSESSING RESILIENCE IN DOMESTIC WORKERS WITH HISTORIES OF
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Acronyms

ACHPR	Charter on Human and People's Rights
APA	American Psychological Association
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
DEVAW:	Declaration on the Elimination of Violence against Women
FDREC	Federal Democratic Republic of Ethiopia Constitution
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
ICESCR	International Covenant on Economic, Social and Cultural Rights
ILO	International Labor Office
ISDR	International Strategy for Disaster Reduction
NASW	National Association for Social Work
TTTM	Tsotawi Tekate Tekelakay Maheber
UDHR	Universal Declaration of Human Rights
UNDFW	United Nations Development Fund for Women
UNICEF	United Nations International Children's Emergency Fund
WHO	World Health Organization

Abstract

This study assessed the resilience in sexually abused female domestic workers in Addis Ababa. The study explored risk exposing factors and factors that facilitate resilience after sexual abuse. The study followed exploratory qualitative method, using in-depth and key informant interviews as data collection instruments. The participants who were selected purposively comprised of eight domestic workers, one broker and one key informant from TTTM. The study participants were migrated young, single women who have a poor economical and family background. Among the eight study participants, four were actually experienced rape, one was faced attempt of rape and the rest three were forced to touch the private body parts of their host or reversely their private body parts were touched without their consent. The main risk exposing factors was mentioned to be drinking, absence of wives from home, lack well defined boundary to the sector and cheating by false promises. As a result of the abuse, the study participants faced emotional disturbance, distrusting, hopelessness, job insecurity, unsafe abortion, unwanted pregnancy and HIV/AIDS. The main resilience factors which helped them to function well after sexual abuse comprised of normalizing the problem, disclosing, religious affiliation, personal value and setting positive life goal. The study has implications which call for social work professionals, policy makers and other concerned bodies to recognize domestic workers who are vulnerable to sexual abuse, as a fertile land for research and practice.

Key words: Domestic workers, Resilience, Sexual abuse.

1. INTRODUCTION

Background

How can a woman live a healthy, happy and productive life after sexual trauma? This is one of the greatest challenges that can be faced by sexually abused woman. Sexual abuse is one of the most life-threatening, traumatic, shameful and harmful life experiences that can happen to anyone in any society. It is also the most pervasive form of human rights abuse in the world today. Most women, who have had such traumatic life events, unless they receive immediate and appropriate professional services, or have their own personal strength to cope, they live with fear, frustration, shame, loss of self-esteem and lack of confidence (World Health Organization [WHO], 2005).

Regardless of the socio-economic conditions of a country, a significant number of women everywhere have experienced the problem of sexual abuse at various times and in different degrees. According to the WHO (2005) report, 1 out of 3 women worldwide has experienced rape or sexual assault. In some countries, up to one-third of adolescent girls report forced sexual initiation. 60% of sexual assault victims know their attackers. A large number of sexual assault victims are less than age 15.

Violence against women is a widespread problem in sub-Saharan Africa. WHO (2002) reveals 46 % of Ugandan women, 60 % of Tanzanian women, 42 % of Kenyan women, and 40 % of Zambian women report regular sexual and physical abuse. WHO (2004) has surveyed 24,000 women in 10 countries, including Ethiopia, found that one in six women had suffered abuse. The rates of women reporting having been victims of physical or sexual violence in their lifetime was around 71% in Ethiopia.

Though violence against women is so widespread, it is not uniformly distributed across all members of society. For instance, poor women are more vulnerable to sexual assault than rich ones. For women and girls whose economic well-being depends on relationships with perpetrators, such as partners and employers, it is very difficult for them to disentangle enough to protect themselves from abuse.

In this context, for various reasons, domestic workers are often victims of sexual abuse (United Nations International Children's Emergency Fund [UNICEF], 2006). Poverty is one major factor for such people to avoid their vulnerability from abusive relationships and job. Fear of losing income to support themselves and their dependents is a big trap for many victims who are not economically well off. Sexual abuse is one of the heaviest challenges such female domestic workers face as long as they stay in this line of work. With particular reference to Ethiopian situations, given the disproportionately high poverty rate, the socio-economic situation of domestic workers and lack of access to legal and social services, one can easily imagine the vulnerability of this group of people for sexual violence.

Violence has a significant impact on the health and life expectancy of women. The World Bank estimates that rape and domestic abuse account for 5 % of healthy years of life lost to women of reproductive age in developing countries (United Nations Development Fund for Women [UNDFW], 2005). In relation to this, Ullman and Brecklin (2003) has provided empirical evidence to confirm that women who have been sexually assaulted exhibit a variety of emotional and behavioral problems such as fear; anxiety, depression and sexual dysfunction are the most commonly observable

reactions to sexual assault. In this sense, a sexual assault can shatter the victim's construction of reality and challenge her coping strategies.

Despite lack of statistical figure about the number of domestic workers in Ethiopia, on the basis of the existing reality, such women represent one of the vulnerable sub-groups who face the double jeopardy of being women and choosing a work which has less dignity in the society in private homes. Because domestic service is the least preferred job for anyone, it has a devalued status. As a consequence, in addition to being women, domestic workers are widely exposed to various forms of violence (Selamawit, 2007).

However, there are many domestic workers who are able to function well despite the various adversities they encounter in their work environment. This is to say that there are many resilient domestic workers who are survivors of sexual abuse. What remains as an important issue here is to explore and understand why two individuals from the same high risk-factor or low supportive environment emerge so differently in their respond to become survivors of sexual assault? and why do some people suffer from post-traumatic stress syndrome while others often seem to thrive after a major stressor? (Ross, Holliman & Dixon, 2003).

In their attempt to answer these questions, resiliency researchers suggest the importance of studying and analyzing the social milieu by looking at ways individuals are able to maintain high functioning despite facing difficult life experience. Today many social workers and researchers agree that assessing resilience among survivors of the trauma is one viable approach to explore and study the effects of sexual abuse in any society.

In this context, the ability to function well after sexual trauma calls for the use of positive survival techniques or intrapersonal strengths and social support systems available in the society (Ahmed, 2007). All in all, despite they face a great challenge in their lives, it can be admitted that there are many resilient women who are also great survivors of sexual assault. However, little seems to be known about the life experience of sexually abused women in Ethiopia. Because of a host of factors including the confusion abused women face, and their reluctance to discuss details of their painful experiences, a number of cases remain unreported in Ethiopia.

Despite abysmal lack of data in Ethiopia, the available sporadic evidence on sexual abuse among domestic workers provides a chilling picture of human right violations. Therefore, this study was undertaken to envisage resilience of domestic workers with histories of sexual abuse in Addis Ababa. The findings provide useful information to alleviate the situation of sexually abused domestic workers and to develop policies and intervention plans that can promote and empower domestic workers who work in the unorganized and invisible sector.

Organization of the Paper

The study comprised six chapters. The first chapter deals with the general overview of the study. The literature review and conceptual framework of this particular study entertained in the second chapter. The research methodology is presented in the third chapter. The fourth chapter presents the study findings. The fifth chapter deals with the discussion part of the study and the last chapter comprises implications for social work practice and research and conclusion.

Problem Statement

Sexual abuse is a widespread and growing phenomenon in the world today.

The issue of sexual abuse is a concern for the majority because its socio-economic and psychological impacts are not limited to the victims alone, but rather can cut across social and economic situations of any country. Thus, the concept that sexual abuse is a social problem and the accompanying idea that a woman should be protected against sexual abuses has become a global concern and it is attracting the attention of various stakeholders.

Though sexual abuse exists in all parts of the globe, the extent varies from place to place based on level of development, legal protection and professional support. Relatively few women work as domestic workers in developed countries but the overwhelming majority is found in developing countries (Ramirez-Machado, 2003).

Ethiopia is one of the developing countries where domestic workers exist in a large scale. In reality, domestic workers also pay their dues to the economy and development the nation. Through their care and service, help their employers who in turn give services to government and non-government organizations, thereby lending to the growth in economy (Stromberg & Harkess, 1988). However, many consider the contribution of domestic work insignificant.

Domestic work is often a low social status occupation with no or little human respect. Most women enter the labor force when they have little or no access to other job opportunities outside the home. When they do get household work, although they

tend to earn lower wages and work longer hours compared to men outside the home, they are less likely to have control over their employment status.

Many domestic workers face various forms of problems in relation to social, economic, and legal status accorded to them. Their presence in certain households is so tied up with various domestic chores to make them incapacitated to get out and participate in the public world. In addition to long hours of work, they are prone to heavy workload, low salaries, minimum privacy, job insecurity, exclusions from health schemes and cash benefits, no maternity leave, lack of labor unionization, problems of isolation, poor living quarters and insufficient or low quality food (Ramirez-Machado, 2003).

Worse still, they are also excluded from the ambit of labor legislations which give protection for workers as a result of the lack of recognition for the line of the work (Gelila, 2005). In addition to these, they also face denial of some basic human rights due to the private nature of the work which makes them susceptible to abuse and stay under the command of their respective employers (Selamawit, 2007).

They are particularly vulnerable to sexual abuse. They face a high risk of sexual violence which includes assault, battery, rape and sexual mutilation (Anderson, 2000). Moreover, their financial limitations and time constraints to take the case to court, and the possible consequences of actions that can be taken against their perpetrators, as well as the consequences of disclosing the incident force them to believe that facing sexual abuse is a way of life. Instead, they prefer to negotiate with themselves by developing adequate coping strategies. In fostering personal adaptive

behavior, they try to sustain their sense of well-being. Obviously, such situations can lead any woman to feel helpless to find herself with an abuser.

Women who are sexually abused in turn are more prone to the subsequent psycho-social, economical and health problems. In fact, sexually abused domestic workers are more prone to job insecurity, unwanted pregnancy, unsafe abortion, sexually transmitted diseases, unwed mothers, prostitutes, emotional and psychological problems (International Labor Office [ILO], 2000).

Despite such adversities in life, not everyone gives up hope easily. There are a number of domestic workers who are survivors of sexual trauma. Many complex variables may determine whether an abused woman will survive and function well after sexual abuse. These include, but are not limited to, her internal strength, the legal response to the crime, her educational background, economic factors, availability of community support, willingness of family and friends to help, her employability and the extent of the consequence of the abuse itself (Ahmed, 2007).

Therefore, the study of resilience among women who have been sexually abused has considerable practical importance but unfortunately work on this aspect of their life has been somewhat sparse in our country. Few studies carried out locally (Addisu, 2001; Mesfin & Imawayish. 2002; Selamawit, 2007) though they focused on the general living condition of domestic workers and the controversial issue of the ambit of the labor law, they remarked on the lack of definitive studies about the life experience of domestic workers who are exposed to sexual abuse.

Considering the various issues associated with sexual abuses, it has become appropriate for this investigator to undertake a study to assess resilience in domestic

workers with histories of sexual abuse. Therefore this study focused on women domestic workers who have been faced sexual abuse to assess their opportunities, strengths, and perception of the world around them. In fact, the study of resilience among this less fortunate segment of the population has paramount importance to look at ways such individuals are able to maintain high functioning despite facing difficult life experiences.

Research Question

The main research question of this study is: How resilient are female domestic workers to be survivors of the sexual abuse and still be able to function well in their life?

Specific Questions

- What circumstances motivate sexual abuse upon domestic workers?
- How the domestic workers describe their own recollections of the incident of sexual abuse and the events which seemed to trigger it?
- What are the social, health and psychological consequences of sexual abuse as described by domestic workers?
- What are the internal and external resilience factors among domestic workers who have been sexually abused?

Significance of the Study

Classic researchers have recently called a move away from vulnerable or deficit models to focus on success and achievement in the face of adversity. Risk-focus study approach is confronted by recent studies because it emphasize on peoples' drawback and often obscures a vision in seeing the assets, gifts, motivational forces and strengths of individuals. Resilience concept rather focuses on assessing how people with multiple risk factors have successfully developed despite adverse life experiences.

In Ethiopia there is no comprehensive and adequate study to show the situations of female domestic workers in general and those with histories of sexual abuse in particular. However, as few local studies (Addisu, 2001; Selamawit. 2007) indicate sexual abuse is one of the challenge in the day to day life of domestic workers. Therefore, this study will provide information about the nature of sexual abuse female domestic workers faced, causes and consequences of sexual abuse and factors which facilitate the wellbeing of domestic workers after sexual trauma. This kind of information can be helpful for policy makers, social workers, psychologists, social service providers and other concerned bodies to design programs and strategies that would help to tackle or minimize the impact of sexual abuse from the strength perspective of the victims or the survivors.

Research has also shown that domestic workers who have experienced sexual assault were found to be more likely to suffer a variety of sexual and reproductive health problems, such as sexually transmitted diseases, unwanted pregnancy and adverse pregnancy outcomes, including miscarriage and infants with low birth

weights (Moors, 2003). In fact, before the problems of sexually assaulted women overwhelm the nation, it seems appropriate to examine the conditions that precipitate sexual abuses and find the means to curb the situations. So, assessing how these women deal with such life challenges will be value adding especially for those women who have no alternative to leave the line of work and would like to continue through minimizing risks.

In connection with this, social work researchers should explore positive as well as negative outcomes from self-reported positive life changes after traumatic stressors (McMillen & Fisher, 1998). If it is possible to understand how some sexually abused women are able to function well in the context of harsh conditions, a number of organizations and concerned bodies can take advantage of the information to develop new practice strategies useful to provide services such as culturally competent gender sensitive services. By assessing resilience of sexually abused domestic workers, this study will contribute to the scant information available on the survival strengths and skills of sexually abused domestic workers in the country.

Definitions of Terms and Concepts

This research is mainly concerned with the experiences that domestic workers who have encountered sexual abuse in their life. In relation to this, it has been found appropriate to describe and define the major concepts and terms employed in this study as follows;

Resilience: is the act of rebounding or springing back after being stretched or recovering strength, spirit, and good humor (*Webster's New Twentieth Century Dictionary of the English Language*). The term resilience is reserved for unpredicted or markedly successful adaptations to negative life events and other forms of risk (Fraser, Richman, & Galinsky, 1999).

Domestic Work: Definitions in legislation throughout the world seem to agree that domestic service requires the following components: the workplace is a private home; the work performed has to do with servicing the household; the work is carried out on behalf of the direct employer, the householder (Ramirez-Machado, 2003).

Domestic Worker (Yebet Serategna in Amharic): The term refers to those women workers or house maids who are employed in private households or are in the process of looking for work in households to render household chores such as cooking, washing, cleaning or taking care of children on either a live-in or part-time basis. The domestic worker is directly under the householder's authority, the work performed is done on a regular basis and in a continuous manner (Ramirez-Machado, 2003).

Sexual Abuse: Can cover numerous forms of unwanted advances of sexual contact ranging from the use of offensive language in the form of catcalls, unwanted bodily contact such as touching or fondling, and even to rape (WHO, 2005). Sexual abuse is usually exercised when there is a power difference between the perpetrator and the victim. Often it is coupled with physical and psychological abuse. For a research at hand, focus was given for those individuals who have been faced the more serious forms of sexual abuse such as, inappropriate touching of private body parts without their consent, attempt of rape and actual incidences of rape.

Limitations of the Study

During the course of the study, there were some limitations which have surfaced to affect the outcomes. First, resiliency of domestic workers was assessed only from the existing health, social and psychological viewpoints. The study did not assess their resiliency from other dimensions like from moral, emotional and cognitive development because there is no standard scale to deal with such diverse aspect of resilience factors in our country context.

Second, the study was limited to assess the perceived impact of sexual abuse because the study did not conduct actual check-ups to make sure that such recollections of the incidence as described by the victims were completely accurate. Thus, the sexual abuse was reported as perceived by the women who are engaged in the line of domestic service without counter checking.

Third, 8 domestic workers only were drawn as the study participants due to time and financial constraints. Despite efforts were made to include as many participants as possible, in addition to time and financial shortages, it was difficult to obtain large cases who could fulfill the selection criteria. As a result, the findings cannot be representative of the whole domestic community of either Addis Ababa or Ethiopia. Despite such drawbacks, it is hoped that this research has achieved its purposes well.

2. REVIEW OF LITERATURE AND CONCEPTUAL FRAMEWORK

Domestic Work

There is no standard definition of domestic work in Ethiopia. However, as few studies in the area (Addisu, 2001; Selamawit, 2007) notified, domestic work in Ethiopia can have two basic categories: the first one involves individual domestic workers who work within the family, often without payment. Domestic work within the family members is the most common form of labor. This is mainly performed by children and women family members and relatives without any payment. Mostly girls are involved in such type of work as compared to boys. In this type of work the children are under the guardianship of parents or relatives, hence compared to other types of working children, they encounter less physical and psychological problems.

The second form of domestic work is the one performed by those who work for different households other than their families or relatives with payment. Unlike the first category the working condition domestic workers who work for other households, is hazardous or deplorable. This kind of domestic work is one of the most common and traditional forms of labor which makes girls and women prone to exploitation and abuse.

Although domestic work is one of the most common forms of labor, there is lack of information about the practices, which makes domestic workers as a group invisible and difficult to reach. One reason for this is that almost every domestic servant is employed in a separate household. Another reason is that job arrangements are frequently made informally between the domestic worker or the employing agent and the employer.

Nevertheless, different statistical survey indicated how wide spread this practice really is in the world today specially in developing countries like Ethiopia. The majority of female domestic workers tend to be between fifteen and thirty years old, but some surveys have identified children as young as ten years old (Amnesty International, 2006). Recently there are two categories of paid domestic workers; live-in or full-time workers those who reside with in the employer house and part-time workers (*Temelalash* in Amharic) who spend few hours in the employers house but live either with their family or with friends in rented house.

Historical Background

Domestic service is one area that has been discussed by a significant number of writers and researchers. However, the information available about the situations of domestic service is not uniformly distributed across the globe. The available evidence in some parts of the world is scant while in other parts it is abundant. For example, Anderson (1936) gave an account of the plight of the 'negro' domestic workers in the pre-industrialized America.

Hill (1996) has also greatly explored the situation of domestic servants in England during the 18th century. The author stated that these workers faced various forms of oppressions like physical burdens of the job, contradictions that are involved in the employee-employer relation and racial differences. More recently, Anderson (2000) critically examined the employment situations of migrant domestic workers in major European cities. The author made visible the power relations between white women employers and poor, mainly black women employees.

As in many other countries, in Ethiopia domestic work has been used to be performed by slaves since the early times of its long history. Throughout Ethiopia's early history, slavery has been an established traditional institution where power relationship of the superior and inferior was exhibited. Pankhrust (1968) describes slavery as a great antiquity and well established institution and slaves were engaged in various forms of servitude for their masters including the rendering of domestic work in and around their master's households. At present, even though slavery was abolished in the strict sense of the word, there are still a number of workers whose working conditions are similar of the slaves.

In recent years due to rapid urbanization and modernization, the role of women at household level is changing. In former days when the majority of people lived in rural areas and when the women were confined to their home, all household affairs were undertaken by the wives and female children. When wives had much to do, they were helped by the extended family members. But, in these days, the fact that educated women work outside and where help from extended family is not as such accessible, the need for house maids become unquestionable (Gershuny & Robinson, 1988).

In fact, concurrent with urban development and expansion in Ethiopia, many individuals are able to leave their homes and migrate to cities for better opportunities. These migrants leave their original dwellings as a result of poverty, lack of education, harmful traditional practices and lack of job opportunities.

Causes of Internal Migration in Ethiopia

Ethiopia is one of the countries with a relatively high level of internal migration and population redistribution. This is associated with the country's economic transition from a socialist to a market-oriented economy, critical political changes since the 1970s through 1990s, and civil war and famine. Researchers have shown how the characteristic of migration in Ethiopia in the last two to three decades have been shaped by political instability, decline in the agricultural sector, and government resettlement policies (Mberu, 2006). Under these circumstances, migration became not only an individual or family response to an adverse socioeconomic, physical and political environment, but also an official government.

Basically there are two categories of causative factors for internal migration; push and pull factors. Forces pushing migrants in to cities include rapid rates of population growth pressing on limited farm acreage, famine, disaster, poor living condition, unemployment, war and conflict and poor access to education and health. On the other hand the major pulling factors include better employment, higher incomes, better health care and educational access, urban facilities and good way of life and protection from conflict (Mberu, 2006). Even though there is no specific study so far which deals with the causes of domestic workers migration, from the existing reality one can understand the above facts works for domestic workers migration from rural to urban cities. Most of these migrants are women who seek jobs in domestic services to support their lives and their families.

Domestic Violence against Domestic Workers

Violence in the home is not a new phenomenon. For many years the violence that was exhibited in the home has not been given the necessary attention because it was something that should stay within the family (Motesi, 1990). However, in recent years this type of violence has been getting the requisite recognition in terms of domestic violence (Andermahr, Lovell & Wolkowitz, 1997).

Previously, most studies the analysis of the term domestic violence is often restricted to violence among family members with special emphasis on the most likely victims of violence in the home, i.e. women and children within the family (Bart & Moran, 1993). This kind of analysis seem to reject the violence imposed on non-members such as domestic workers who are often excluded from the realm of being a family member even though they reside with their employers.

In reality, the status and role of the domestic workers in one home, as compare to other members of the family, is not a person-to-person relationship but that of a master and a servant (Abiy, 2002). The sense of 'they are outsider' makes domestic workers vulnerable to various forms of violence which remains to be hidden by the private nature of crimes in the domestic arena.

According to Motesi (1990), the term 'domestic violence' should also apply for the violence inflicted on non-members of the family. He also noted that the violence which domestic workers encounter in their line of work is indeed the best kept secret hidden by the privatized nature of domestic work (Motesi, 1990).

The Abuses and Misuses of Domestic Workers

Despite the extent, women domestic workers everywhere are subjected to various forms of injustices including violence and threats of violence in their lives, lack of adequate legal protection and insufficient food and accommodations. The context of isolation in which these workers live in coupled with their low social status makes them susceptible to a range of abuses including physical, sexual and psychological violence (ILO, 2000).

Amnesty International's report (2006) focused on women and girl domestic workers who work for private employers throughout Indonesia uncovered that domestic workers live in an inadequate and abusive conditions of work, have no contractual relationships with their employers, are subjected to massive underpayment compared to other workers, work long hours with no rest time, are not entitled to holiday time, are not allowed to get medical attention, and face major obstacles to joining a union. These people are largely dispersed, hidden and mostly ignored.

Motesi (1990) explained violence against domestic workers is rooted in social inequalities of power and rights between individuals. Most of these workers are willing to face abuses instead of reporting since they cannot assume the risk of losing their jobs. On the other hand, UNICEF (2005) stated women in domestic services are among the most invisible laborers. Their work is performed within individual homes, removed from public security. For female domestic workers, situations such as lack of legal protection and social support and an absence of guarantee for their employment, in addition to the limited employment opportunities in the labor market can be

precipitants for stress; all can be challenges to their usual way of viewing the world and operating in it.

In the few studies done it has been clear that domestic workers in Ethiopia are not exceptions to these prevalent forms of violence. Thus, in the case of domestic service, sexual abuse may be characterized by an unwelcome imposition of sexual requirements in the context of extreme inequality of power in the employer-employee relationship, combined with desperation to keep the job on the part of the employee (Addisu, 2001).

Recently, there is a study conducted by Selamawit (2007). Through the assessment of cases she inferred that domestic workers suffer from poor working conditions in terms of lodgings and accommodation, remuneration and in respect to the exercise of some fundamental human rights. She pointed out some of the serious abuse forms these women encountered.

For poor women in Ethiopia, other factors such as daily survival, getting food and shelter, freedom from economic burden on parents, crime and begging ridden street also present constant stress to the mental and emotional well-beings of domestic workers. Being overwhelmed in continuous stressful situations, including environmental stressors such as poverty and unavailability of parental and external social supports determines their ability to deal with such stress depends on their resilience.

Compounding the difficulties is the fact that many of them feel a sense of isolation and a feeling that they have been destined to suffer this kind of terrible horror. In this connection, some abused women have trouble understanding and changing the tragedy they face while others have the strength to use their own survival skills to assess as clearly as possible the complex reality and to make appropriate choices about their future. Being resilient asserts one's maturity, internal capacity to cope and ability to seek external supports. Important in the development of resilience are the eradication or minimizing of risk factors that causes stress and instead the building of strengths and positive survival techniques in their individuals' lives.

Legal Issues and Domestic Worker

The majority of women in the world work, but only a minority are recognized as 'workers' in the strict sense of the word with the corollary of rights of safe working environment, equal wages, paid vacation, and sick and maternal leave. One of the shortcomings of all global economic statistics is the invisibility of the unpaid household labor in the informal and agricultural sectors, which is mainly performed by women. Being hidden from society at large, domestic labor also falls under the category of informal sectors not given legal recognition in many countries (Tomasevski, 1993).

Domestic workers in a majority of countries are not included in the ambit of the labor legislation which provides them with an adequate standard of living, reasonable limitation of working hours, the right to rest, the right to holiday. and the right to form a union(Ramirez-Machado, 2003). Although international instruments like Universal Declaration of Human Rights (UDHR) and Convention on the

Elimination of all forms of Discrimination against Women (CEDAW) stipulate special provisions for the protection of the rights of women in general, given its social and economic invisibility accompanied by low social status, domestic work has remained imperceptible from society. Specifically, ILO (2002) stipulates the international standards on decent conditions of works and bounds state parties to ensure their application but their enforcement in most countries is usually minimal if not non-existent.

This also holds true for the Ethiopian case. Proclamation No.42/1993 which is the existing labor law legislation of the country explicitly sets aside domestic workers from its realm and stipulates that their rights and duties will be governed under a special regulation (Proc. 42/1993, Art. 3(1)). Title XVI of the Ethiopian Civil Code which deals with the contract of particular kinds of works has a section containing special provisions concerned with the contract of resident domestic employment but not about their rights as worker. It also does not give the definition of what constitutes a “domestic worker.”

There are different justifications forwarded for this exclusion. Some argued that since domestic workers are isolated in different homes, it will be difficult to administrate their right of association or collective agreements (Motesi, 1990). This is mainly due to the private nature of domestic work which bounds these workers to their employer’s households. Others asserted that if rights and protections are extended to this line of work, employers will undoubtedly refrain from employing domestic workers which will lead to possible rises in the rate of unemployment (Schwenken, 2005). Although these justifications might seem admissible in some particular

instances, considering the types and forms of abuse and exploitation domestic workers face as a result of this exclusion, their incorporation to the ambit of labor legislations is an issue that should be given much consideration.

Furthermore, in relation to sexual and reproductive rights, the inter-governmental agreement reached at the end of the 4th UN Conference on women stipulated:

The human rights of women include their right to have control over and decide freely and responsibly on matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence. Equal relationships between women and men in matters of sexual relations and reproduction, including full respect for the integrity of the person, require mutual respect, consent and shared responsibility for sexual behavior and its consequences (Beijing Platform for Action 1995, Paragraph 96).

However, when we come to the case of domestic workers, as a result of their low social and educational status and the private nature of the work by itself, they lack awareness of these forms of information about their sexual and reproductive rights. Therefore, they are found to be more susceptible to various forms of violence.

Root Causes of Sexual Abuse

Biological Factors: A slightly different biological approach to the issue is taken by those who suggest that the cause of sexual assault may be found in hormones and other chemicals in the body, as well as head traumas or brain abnormalities. A research finding in this area has found a correlation between testosterone levels in men and aggression, but it is not clear whether testosterone levels lead to aggressive behavior or rise as a result of aggressive behavior (Meyer, 2000).

Environmental factors: other researchers argued that it is the interaction of developmental and environmental factors which become the main cause of abuse. For these groups of individuals, biological facts may set the stage for learning, providing limits and possibilities rather than determining outcomes. They explained environmental factors likely play the larger role as a cause for sexual violence (Meyer, 2000). In this regard, lack of social conscience, attitudes and gender schemas which are mix up gender and sex roles, socio-cultural influences which are accepted by societies and poor family relationship all contribute towards sexual violence against women and children (Leather & Lawrence, 1999).

In Ethiopian context, Nestanet (1996) argued the issue of sexual abuse is exacerbated by the different socio-cultural norms of the Ethiopian society which condones men's superiority and women's submissive reaction. Sexual harassment in Ethiopia is often justified by the naturalistic argument that men are likely to be aggressive as a result of their biological nature when it in fact is mainly concerned with gender socialization and power.

On the other hand, in Ethiopia, most important and urgent issues of the society are usually defined by those in power, with money or high influential people who are advocating for the issue. Therefore, women related issues have been labeled and are taken up in international and local forums very slowly and not with as such vigor as any developmental issues. Though issues like sexual violence are a concern to all not only to women, as it affects all directly or indirectly, it has been labeled as 'women's issue'. Lack of conscience and belongingness to the issue is another factor which aggravates the extent of sexual violence in Ethiopia.

Conceptual Framework

Theoretical perspective of resilience: The concept of resilience has come from studies developed in the United States in 1954, by the psychologist Emmy Werner. What started as an enquiry into the childhood roots of resilience has grown into a broad, dynamic and exciting field of study. Resilience theory currently addresses individuals (both children and adults), families, communities, workplaces and policies (Bonanno, 2004).

In short, resilience theory addresses the strengths people and systems demonstrate that enable them to rise above adversity. Resilience literature generally affirms that the concept encompasses not merely *surviving* but in addition it includes both *thriving* and having *benefited* from the stressor experience. More explicitly, Charney (2004) viewed resiliency as the skills, abilities, knowledge, and insight that accumulate overtime as an individual struggles to overcome adversity and challenges.

In this connection, Rutter (1990) has suggested that exposure to risk may have either a devastating or a strengthening effect. He argued that vulnerability and protective factors are, in essence, two sides of the same coin. It is only through the interaction between risk and protective factors that resiliency occurs. Rutter added, the key in the development of resiliency may is not only in avoiding risk, but rather in accommodating to it successfully too.

Resilience and vulnerability are related concepts. The International Strategy for Disaster Reduction (ISDR) (2004) defines vulnerability as the predisposition of individuals or societies to be affected and the inability to manage disaster. Chambers (1989) divides vulnerability into external and internal factors. The external factors relate to external shocks and environmental stresses, whereas the internal factors are associated with inability to cope with trauma. Vulnerability is difficult to quantify but it may be increased or decreased depending on the type of action taken to deal with it.

On the other hand to enhance resilience, it is necessary to have an understanding of its internal and external determinants. Various factors such as beliefs, attitudes, coping strategies, behaviors and psychosocial cohesion have been suggested as conveying protection or endorsing resilience in the face of trauma. Resilient individuals may show insight, hope, optimist attitude, initiative, humor, creativity and independence (Blum, 1998).

When we come to the issue of sexually abused domestic workers, they are vulnerable to sexual abuse due to several factors, and the abuse end up with consequences which are ranged from psychological disturbance up to serious health complications. The main issue here is due to the fact that many of them are found far

from their family and they are generally undervalued by their society, not in a position to get the required empathy and treatment. Therefore, knowing their external and internal resilience factors after they face sexual abuse gives an impression. Based on this assumption, resilience of sexually based domestic workers can be generally seen from four interrelated dimensions;

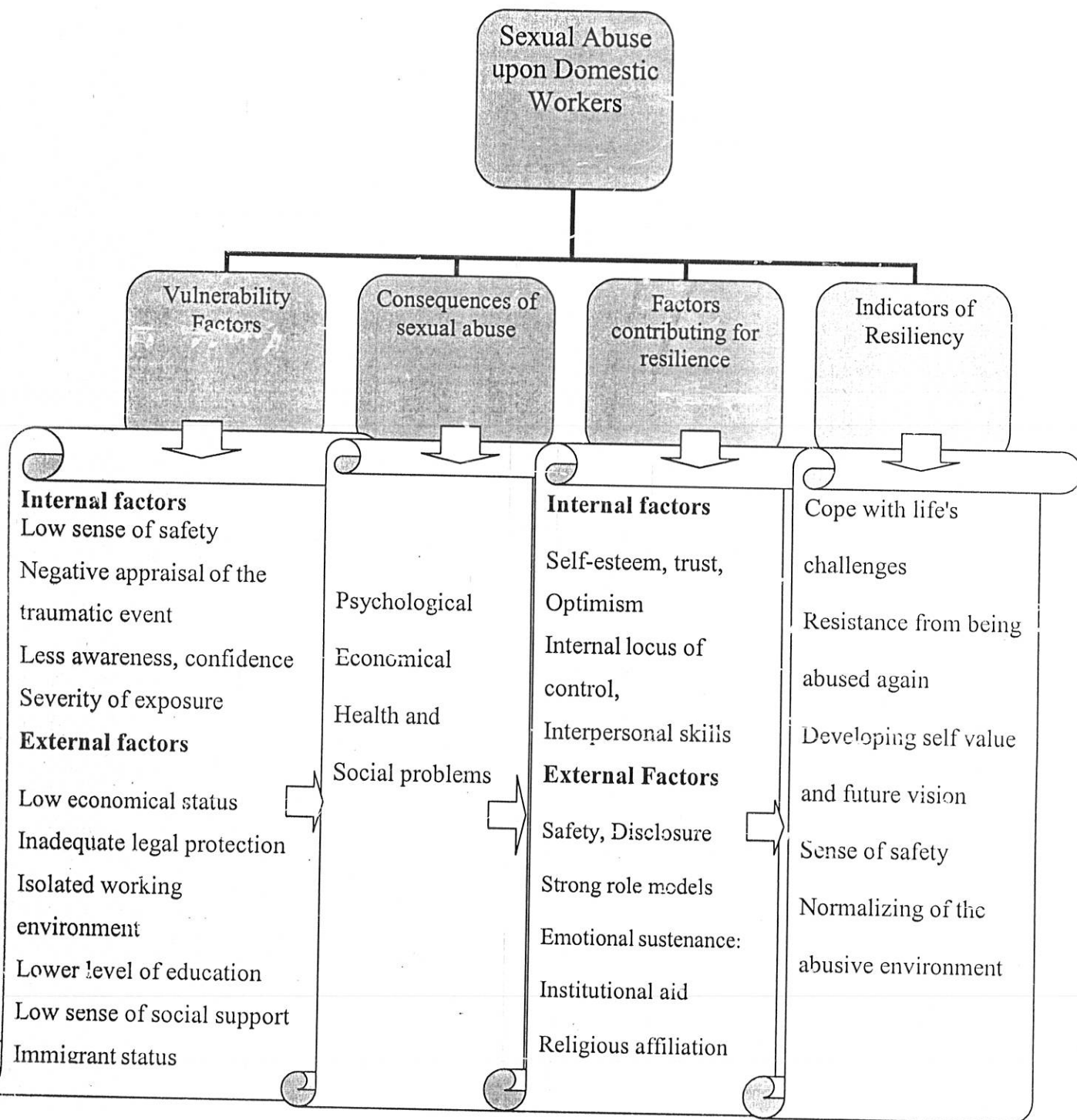
The first aspect inferred to both the external and internal contributing factors which make domestic workers vulnerable to sexual abuse which includes; low economical and educational status, inadequate legal protection, isolated working environment, migration status, low sense of social support and low sense of safety.

The second dimension refers to the social, psychological and health impact of the abuse in their life. The negative appraisal of the traumatic event and severity of the exposure affects the degree of resilience in sexually abused women.

The third aspect revolves around the external and internal factors which promote resilience of sexually abused domestic workers to thrive back and function well in face of life. These factors includes, but not limited to, self-esteem, optimism, internal locus of control, interpersonal skills, safety, disclosure, emotional sustenance, religious affiliation, community and institutional support.

Finally, indicators of being resilience come in to the picture such as cope with life's challenges, resistance from being abused again, developing self value and future vision, sense of safety or normalizing the abusive environment. These indicators can be either measurable or observable to the survivors and the outsiders.

Resilience Model of Analysis



Source: Developed by the researcher, concepts adopted from Ahmed (2007).

3. RESEARCH METHODS

Research Design

This study is an exploratory research and has employed a qualitative method. Qualitative method is basically used in research studies that are conducted primarily in the natural settings where the research participants carry out their daily life in a non-research atmosphere (Richard & Grinnell, 1997). In light of the objective of this study, that is, to assess the resiliency of sexually abused domestic workers; qualitative method was more preferred since the data obtained was based on the participants' own interpretation of their own reality and experience. Moreover, qualitative method is well suited to the discovery of the unnamed protective processes relevant to the lived experience of research participants.

Study Site

This study was conducted in the city of Addis Ababa. This city was chosen because it is one of the main cities where domestic workers are widespread. The employment opportunity in this line of work is much better as compared to other parts of the country because there are many middle and upper class individuals who could afford to hire domestic servants. As a result, many domestic workers migrate to the city to earn their living. Thus, there are now many female domestic workers who have different socio-cultural backgrounds, ethnicities, age groups, and religions. Such variables make the city an ideal place for the selection of participants for this research.

Participant Selection Techniques

To identify research participants' purposive sampling and snowball sampling were used. Purposive sampling technique was used to contact those participants who were present in the brokers' office waiting for possible employers and those domestic workers who had been in contact with Organization against Gender Based Violence (*Tsotawi Tekate Tekelaky Maheber* or TTTM). However, due to the insufficient number of participants selected by purposive sampling, it was found necessary to use snowball techniques to find similar cases via their friends. The researcher was able to follow this chain of contacts in order to identify and include the target participants of this study.

Participant Selection Criteria

Participants' selection for domestic workers: The sexual abuse which domestic workers encounter, most likely to differ according to their social, cultural backgrounds, number of working years as domestic worker and their past exposure to different forms of abuse. Therefore, the following criteria were listed to determine the eligibility of eight prospective participants;

- Women domestic workers who are 18 years old and above. Domestic workers under the age of 18 excluded because they are categorized under child domestic workers and they need a different study approach
- Domestic workers who have been faced sexual abuse in the past five years. This helped to minimize the problem that would happen in remembering the actual incidents due to long time span

- Domestic workers who have currently work or have contact with employing agents or with any gender based organization
- Domestic workers who have been facing different psychological, social or health problems due to the sexual abuse they encountered
- Domestic workers who used different means to cope up with life challenges after they had faced sexual abuse
- Domestic workers who were willing to participate in the study

Participant's selection for a key informant: Due to their position to contact employers and domestic workers, brokers (*Delala*) are closer to explain the general picture of domestic workers' life challenges. So, this study incorporated the general views of a broker. The broker was selected based on the number of years he worked in the sector and his willingness to share his opinion about sexually abused domestic workers.

Participant's selection for organizational interview: TTTM was selected based on its institutional objective and program which works in the issue of gender based violence and previous experience of the institution to support sexually abused domestic workers.

Data Collection Instruments

Qualitative researchers typically rely on four methods for gathering information such as participating in the setting, observing directly, in-depth interview, focus group discussion and document review (Marshall & Rossman, 2006). As mentioned by Ritchie and Lewis (2003) the researcher had to choose methods that are practical, cost effective, time efficient, culturally sensitive and that can help get the adequate information as much

as possible. Therefore, taking these factors into consideration in-depth interview and key informant interview was used as a tool for this study.

Data Collection Instrument Development

World wide there are different scales developed by researchers to measure resilience with in the context of the problem. Resilience can be measured using the Connor–Davidson Resilience Scale (Connor, 2006). This is self-rated and consists of 25 items, each rated on a 5-point scale. Other scales include the Resilience Scale for Adults and the Adolescent Resilient Scale (Brook, 2006) and the Stress Vulnerability Scale (Connor, 2006) measures the degree of perceived distress following setbacks.

However, there are currently no validated, culturally and linguistically sensitive screening instruments for at-risk women in Ethiopia. Pertinent to this issue, one of the reasons for the comparative neglect of resilience studies in Ethiopia is that the technical difficulties. Moreover, our capacities and knowledge of adapting and modifying formal assessments are at infancy stage. In order to carry out assessment in general, conventional tests have to be modified in the context of survivors of sexual abuse.

On the other hand, many domestic workers in Ethiopia, due to their young age and physical maturity, their limited literacy skills, inadequate awareness of the legal protections and ethical issues available, it seems written questions or instructions of normal development scales hard to understand and even become reluctant to convey their responses properly. For this group of people, group paper-pencil tests are also seldom appropriate.

Taking the above facts in to consideration, the investigator not used scale-test method rather developed open-ended questions for in-depth interview based on the available literature survey on resilience in sexually abused women because this approach was more relevant to attain the objective of the study and to address the research questions appropriately.

Interview Guide

A detailed interview guide was prepared in Amharic language. It had open-ended questions designed to elicit domestic workers' oral narrative. The interview guide was classified in to five parts and consisted of the following information;

- The domestic worker's profile or background
- The cause and consequence of sexual abuse they have been faced,
- Factors contribute for the resilience of domestic workers
- Guiding questions to broker
- Guiding questions to the representative of TTTM

Ethical Considerations

Any research raises ethical issues. As Kirsch (1999) stated issues of trust and vulnerability become critical when participants feel encouraged by researchers to share long-held secrets or to reveal personal information. In the study at hand the researcher had been solicited various information from the participants in relation to their recollection of sexual abuse, risk prevention and protection ability of domestic workers and the opportunities helped them to change their adverse life situations.

The majority of issues raised can be considered as sensitive issues. Thus, oral informed consent of the participants was obtained in order to assure that their participation was fully voluntarily. Then the main aim of the study, benefits and risks of involving in the study had been discussed with the participant before the actual interview. In order to secure the identity and protect the confidentiality of the participants, the study participants were not asked to disclose their names; instead, labeling in terms of case was used in reporting the findings from the research.

Documenting the Interview

Tape recorder was used during each interview with the consent of the study participant. Additional notes were also taken to record the general process of the interview, the place, time, day of the interview and to have the scheme of some of the emotional and facial expressions of the interviewers.

Data Processing and Analysis Procedure

As mentioned by Marshall and Rossman (2006), the process of organizing, analyzing, interpreting and then giving a meaningful structure of one study is messy, time consuming which needs some talents and patience. Therefore careful steps were followed to transcribe the conversations that had undertaken with the participants in Amharic and then to translate into English. The notes taken during interview were also edited to make them easier in retrieving necessary information.

Then, the information collected was logged in accordance with dates, cases, time and the content wise. Then the coded data were analyzed thematically so as to bring meaningful and coherence to the themes, patterns and categories. In this regard, the background of the study participants was organized in the first category, the causes and consequences of sexual abuse listed down in the second category and the internal and external resilience factors grouped in to the third category. This is mainly to make sense out of the information and to present it in a fashion that held the reader's attention.

All in all, careful considerations were made on the content segments that were drawn in terms of answering the research questions and their relevance in unfolding the social phenomenon of domestic workers with the history of sexual abuse. Finally, the whole paper is organized and documented following American Psychological Association (APA) style format guideline (Publication Manual of the American Psychological Association, 2001).

Challenges during Data Collection

- The sensitivity of the issue in the study was challenging both for the interviewer and the interviewees. In this instance, asking detailed questions ignited fresh memory of the incidence to bring tears and other emotional grievances. The interviewer was often empathetic listener.
- The level of cooperation for interview was not satisfactory due to respondents' fatigue to answer questions coming from various sources including the media without a return profit for their time and contributions.
- There were some technical difficulties of assessing domestic workers. Since some of the domestic workers, despite their educational status, ages and physical maturity, find interview questions hard to understand and respond clearly.
- On personal note, even though I have come into contact with different domestic workers almost every day of my life, I had no thought that doing a research on them would result in such a discovery into their world. It was painful to listen to their problems since as a potential employer I was or could have been one of the people who abused and exploited these workers.

4. FINDINGS PRESENTATION

This section entertains presentation of the findings resulted from the in-depth interview with domestic workers and key informant interview with a broker and project assistant in TTTM. The section follows serious steps of narrating findings in to three categories: background information of the study participant, causes and consequences of sexual abuse and the factors which contribute for resilience among domestic workers with the history of sexual abuse.

Profiles of the Study Participants

At the beginning of each interview the socio-demographic background of the study participant was explored. Questions were raised to assess the participant place of origin and religion, age and educational status, marital status and number of children, family background, number of years they spend as domestic worker, current living condition, amount of remuneration and job opportunities in other sectors. The general picture of the study participant illustrated in table 4.1 and presented as follows.

Birth place and religion: Six of the study participants came from Amhara region mainly from Gonder. One of the participants belongs to Wolega/Nekmet and the remaining one from Jimma. Regarding their religion all the participants are *Orthodox Tewahido* religion fellows.

Age: The domestic workers who participated in this study were predominantly young women within the age category of 18 up to 27. Two study participants were at the age of 18 and 19. Three participants were at the age of 20. The other two participants were at the age of 22 and 23 and one participant who was at the age of 27.

Educational attainment: Regarding their educational background, all, except one participant were at primary education level ranged from grade 4 up to 7. Two of them were in grade 4. Three study participants were at grade 5 and the other two were at grade 7. Only one participant was found to be illiterate. However, four of them are school dropout due to economical problem related with sudden and unwarned firing, frequent change of employers which is a barrier to attend their education at one school and lack of willingness from the employers' side to let them to go to school. Only three of the participants were actively attending night school during the time of interview.

Those drop out domestic workers mentioned their eagerness to continue their education and to pursue other job opportunities. Thus, they usually negotiated with their employers in the first day of meeting about their intentions to go to school. However, many of their employers are found to be unwilling to let them to go to school violating their agreement after the domestic workers started the job.

Family background: the study revealed that only two out of the eight participants lost either of their parents. All, except one participant, mentioned that their families currently live in the countryside and their means of income is agriculture. Seven participants mentioned their parents are illiterate and the family size of the participant ranged from 5 up to 12. Two of the study participants are the first in their family and the rest six are second or third child in the family. So that they assumed the responsibility of helping the family lies on their shoulder. Their siblings are either in school or engaged in the agricultural sector within the family. Due to this fact, the

Push and pull factors into domestic service: Participants point out various reasons for leaving their original places and being employed as domestic worker. Two of the participants left their original place and join domestic sector due to death of a parent. The other two were run away from early marriage and the rest participants mentioned reasons such as separation of parents, induced by false promises of relatives or a stranger, to get access for education and to support their family financially.

Duration of activity: With regard to the number of years the participants has been spent in the domestic service, they have served for a range of 3-12 years. Four participants have been spent from 2 up to 5 years. Three of the participants spent between 5 to 10 years and one participant serve for more than 10 years as a domestic worker. All mentioned they entered in to the field because it does not require special skill and can be done by anyone without formal occupational training.

Amount of remuneration and accommodations: The information collected shows the domestic workers earned a monthly salary ranging from 150 to 300 birr. When they work in part-time base they are paid the minimal amount while they receive a higher proportion of money in the full time work because they are on call for 24 hours a day. When they work in part-time base they spent an average of 3 up to 8 hours in the house of employers. They also mentioned if they work in full-time base, they are provided with meal and shelter and sometimes with clothing depending on the goodwill of their employers.

Current living condition: During the time of data collection, 5 out of the 8 participants were found in the broker's office while they were looking for employers. Among these, three of them were looking for a part-time job and live in rented houses with

their friends, while the rest two were looking for a full time employment. One of the study participants was working in full-time base during the time of data collection.

Another study participant was living in the TTTM Safe House. The last one who used to live in the Safe House was found running her small business, such as baking *Injera*¹; preparing food materials like *Berberere*², *Shiro*³, and soon.

Job seeking opportunities for other sectors: Although all participants agreed on domestic work is very tedious and tiresome, six of them do not have the initiation to shift into other sectors and small businesses due to lack of initial capital, absence of a relative to take a guarantee and to lend money from *kebele* and due to lack of training that would help them to run businesses successfully, with out loss. Only two of the participants who received trainings in TTTM have an ambition to join other sectors and not to return back in to domestic service.

¹The staple food of Ethiopians made from *teff* which is an indigenous Ethiopian grain.

²A spice used for making *wott* which is a form of goulash made from different substances.

³Ingredient for making *wott* made from grounded peas.

Table 1: Background of the Study Participants

Case	Age	Birth place	Educational Status	Reasons for migration	No of years in domestic work
Case 1	27	Gonder	7 th (Dropout)	Parents separation	7
Case 2	20	Gonder	5 th (Dropout)	Parent death	9
Case 3	20	Gonder	4 th (Active)	Induced by relative	5
Case 4	20	Gonder	5 th (Active)	To enroll in school	4
Case 5	22	Gonder	6 th (Dropout)	Parent death	7
Case 6	23	Wolo	4 th (Active)	Running away from arranged marriage	3
Case 7	18	Nekemt	5 th (Dropout)	To help family	4
Case 8	19	Jimma	No Schooling	Induced by a stranger	12

Background of Key Informants

Background of the broker (Delala in amharic): The broker was 32 years old married man. He completed high school and is running his own employer-employee contacting agency for the past seven years. The agency is legally registered under the Ministry of Business and Industry. According to the broker's information, each day from 15 up to 50 domestic workers visit the office seeking for employers.

Background of TTTM: This is an Organization against Gender Based Violence established in 2003 and registered in the Ministry of Justice. Currently the association runs four programs namely; community out-reaches education, research, networking and safe house (drop in center). The major kinds of provisions in the Safe House include basic needs, counseling, job training, medical support, self defense and life skill trainings. The interview was held with 23 years old lady who has a law educational background and has been working as project assistant in TTTM for the past one and half year.

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Causes for Sexual Abuse upon Domestic Workers

Type of sexual abuse: The domestic workers who were interviewed explained different elements of sexual abuses they had been faced. All of the participants were endured various forms abuses ranged from verbal sexual remarks, offensive sexual flirtation,

touching of private body parts or reversely forced to touch the private body parts of the host without their consent, up to the worst form of sexual abuse, namely attempt of rape and actual rape. They also further elucidated that usually they had been facing physical and verbal abuse before or following the sexual abuse.

As illustrated in table 4.2, among the 8 study participants, four were experienced actual rape. One of the participants was facing attempt of rape, and the remaining three were facing touching on their private body parts or reversely forced to touch the private body parts of the perpetrators without their consent.

The Nature of the perpetrators in the eyes of the victims: The participants were asked about the general background of the perpetrators. Four of the study participants were abused by their men employers. Of these perpetrators two of them have wives and children, one of the perpetrators was single and the other one was a divorced man who lives with his two children. Two of the other perpetrators were relatives of employers. The rest two perpetrators were a stranger man and a male waiter who was working for the employer's café.

Frequency of the sexual abuse incidence: Questions were forwarded to assess how many times they were exposed to sexual abuse. The response given by the three participants who were raped revealed that they are not faced rape after the first incident and even they had no sexual contact after the incident. The reason given for this is the victims either fired or left the house of the perpetrators immediately after the incidence and they are more conscious to protect themselves by designing their own strategies such as become not willing to work in the full time base or leaving the house

of employers early when the situations seemed uncomfortable. One of the raped girl told that she has a boyfriend and her relationship with the boy is good.

In this regard, the case of those participants who have not faced actual rape was different. Almost all have been faced the trial of rape or other forms of sexual abuse more than once. And the reason behind this is their assumption that '*the situation will not worsen*' or '*If the worst will happen, I can protect myself by calling for help.*' This in turn restricts their decision to left the abusers home early and lead them to face the worst form of sexual abuse.

Recollection of the incidences: Further, different questions were forwarded to explore the nature and extent of sexual abuse the participants faced. These questions mainly sought to ascertain more detail about whether the respondents had been subjected to forceful acts, being touched or fondled in a sexual way; being forced to touch their hosts' bodies in a sexual way; being pressurized to have any type of sexual intercourse and their immediate reactions to the incidences.

Case 1: who is 27 years old, school drop out at 7th grade and spent 7 years as domestic worker explained her experience of sexual abuse as follows:

Two years ago, my employer, who was around 50 years old, absent from work saying 'I am sick.' Then while I was arranging his bed room, he approached me from my back. While I tried to get away, he gripped my hand and said 'it is nice game, you will like it' and then begun touching my breasts. With hard voice I told him '*I will tell to the police if you will not leave me.*' He was a kind of respectful man in the community, he might be afraid ...anyways he let me go. After this incident I packed up

my things and left that home. Then afterwards I am very suspicious when I talk and chat with men employers.

According to Case 1's opinion, one of the main factors which expose domestic workers for sexual abuse is less respect of employers has to the domestic workers. Usually employers assume, domestic workers do not have legal protection or they have no one to reach in case of emergency. The devalued status the domestic workers have in the society encourages perpetrators to commit unwilling sexual acts.

In the same manner, Case 3 who is 20 years old, 4th grade student and served as domestic worker for the past 5 years recalled her incidence as:

Six months ago, a man agreed to employ me in a part-time base and take me to show his house. My intention was to see where he lives and to start work in the next day. But he invited me to have a set on his bed. I was not comfortable, considering sitting on somebody's bed is a sign of disrespect. Then he pulled me in to his chest and said '*I do not want a house maid, just I will give you 100 birr and you will have sex with me as to my orientation.*' I was shocked; I just begged him on the name of God to let me go. Initially he was not willing but while I start crying he opened the door and I run away. After this incidence I am reluctant to work in single men house.

As the opinion of Case 3, there are individuals in the society who assume domestic workers are the same as prostitutes. She added, "*Those girls who really want to*

engage in sexual stuff can join hotels, bars and night clubs. There is no need to sit on small broker's office and wait for customers." Absence of well defined boundary between domestic workers and sex workers and mixing up of job preferences is the other main reason which is explained by Case 3 as a factor that exposes domestic workers to sexual abuse.

Case 4, who is 20 years old, 5th grade student and has spent 4 years in domestic work. She is currently working with a man who is divorced and lives with his two children. Every night, Case 4's is asked by her employer to give him a massage on his back and on his legs. But now a days he is forcing her to further extend the massage to the end of his lap. She has been telling him '*she is not comfortable with such task*' but he is not willing to let her. And she mentioned that she felt disturbed and unable to undertake her tasks after giving the massage. Now, she is thinking of leaving that home before the incident worsens.

According to the perception of Case 4, absence of wives at home considered as one potential factor that encourages perpetrators to take their domestic workers as a second option to satisfy their sexual needs. She also mentioned that from the domestic worker's side, reasons such as fading with changing employer's houses and the expense paid for brokers to get employers now and then is a constraint which makes domestic workers tolerant with abusive employers.

In this study, it was also found that four of the participants experienced rape, by their employers, relatives of employer or even by a stranger.

Case 8 who is 19 years old, has no formal education, and came to Addis Ababa when she was five, abducted by unfamiliar woman while she was playing in front of her home. Her families used to live in Jimma but Case 8 has no clue about their current situation. She recalled her experience as:

A year ago, my employer's relative, drunker and has no occupation, came to home in the middle of the day. There was no one at home. When he directly closed the door and came to me, I rejected him and started calling for help. But he stifled me with his coat, raped me and went away. My employer blamed me for falsely accusing him and fired me immediately. The Akaki branch Women Affairs Office covered my expense for medical check up. I was pregnant of twins! Everything darkens and I thought *'Well, I couldn't bear and deliver two children once, for sure I will die soon and it will be the end of all this trouble.'*

Case 8 considered drinking as one factor which initiated the perpetrator for sexual assault. However, she also blamed the neighborhoods who were listening her shouting but not willing to give their witness for the police. As to her view, if the neighborhoods hide the perpetrators due to fear of losing their smooth neighborhood relationship, it becomes one of the potential factors that facilitate the right violation of domestic workers.

Case 5, 22 years old, 6th grade student, and left her original place, Debre Tabor seven years ago, described her experience as:

A year ago, I went to Diredawa with an employer. One day a man knocked the gate and asked to show him a dormitory for rent. However, the stranger man was not willing to leave the home. I began to walk away but he grabbed me, covered my mouth with towel and raped me. When I waked up I was laid on the floor and had excessive bleeding. At that time I didn't tell the event to anybody. Observing my changes my employer took me to the hospital after three month. The result had shown '*I am pregnant plus HIV positive.*' My employer was very much upset and sent me back to Addis Ababa. I did not know what to do, where to go. I hated people and I hated myself. I spent 15 days in St. George's church hopelessly.

Case 2, who is 20 years old, stopped school at grade 5th, left her original place Gonder 9 years ago and came to Addis Ababa with her uncle. She was raped by an employer two years ago. Immediately after the incidence she did not call for help because she felt '*she deserves it.*' She blamed herself for not leaving the house by observing the perpetrator's former trails. She pointed out, girls exposed to the worst forms of abuse when they become neglecting the prerequisite acts of perpetrators which seems harmless. She regretted that if she was leaving that house early by giving intention to the unnecessary acts of the husband, she might not loss her virginity in rape.

The broker was asked his opinion about the main causes which expose domestic workers for sexual abuse. Even though, the broker agreed with those exposing factors mentioned by the domestic workers, he argued that on the other side,

domestic workers are also have their own weak sides which make them more vulnerable to sexual abuse. He mentioned these women are easily cheated by perpetrators false promises to get money and gifts. He also added some single men employers promised to get married them and then turn their face away when they gaveup with the sexual stuff or when the women get pregnancy.

Psycho-Social and Health Consequences of Sexual Abuse

Feelings of victims immediately after the incidence: The study participants, the broker and the project assistant in TTTM were asked about the observed emotional changes of domestic workers after the incidence of sexual abuse. In this regard, all the study participants agreed in the very existence of bad feelings though the extent varies from being hesitant towards other men, depression, crying with simple reasons and nightmare up to serious self blaming and hating themselves.

The broker also added abused girls, particularly those who are raped and get pregnancy showed less control of their emotion, crying, not willing to eat on time and blaming themselves frequently. Likewise the project assistant also revealed that domestic workers who had been sexually abused and came to the organization usually show hopelessness and considering the current problem as the end of the world.

The subsequent consequences of sexual abuse: Four out of the 8 participants. four of them were experienced actual rape; of these two of them were end up with unsafe abortion. These women mentioned they had no or little awareness about the

consequence of unsafe abortion while they performed it and they did not take any medical checkup including HIV/AIDS test after the abortion.

Case 8 had twins' pregnancy and Case 5 get both HIV positive status and unwanted pregnancy. These two women had a chance to get institutional help from TTTM. Both of them faced complications associated with pregnancy. The one who delivered twins was admitted in the hospital for a week after she gave birth due to the complications occurred. Both of these women gave their children to adoption. The mother of the twines mentioned that she felt sad while she signed the adoption paper but she did it '*for the good of the children*' and she still want to explore where and with whom the children are living but the counselor in TTTM told her 'it is against the adoption agreement.'

Regarding the consequences of attempted rape and other forms of sexual abuse such as touching on the private body parts without their consent, the participants stated that, even though the above illustrated forms of sexual abuse might seem simple and harmless, they had their own consequences such as psychological disturbance and job insecurity. They also uncovered there were instances they afraid of the trials might escalate into the worst form of sexual abuse, namely rape.

On the other hand, though the broker's main duty is contacting employers with employee, sharing the challenges of domestic workers is one of his day to day experiences. He elaborated the issue as follows

There are domestic workers who come to my office immediately after they are raped and fired. Many of them may not have a single cent to have their meal; others battered and come with serious physical damage. In the worst

There are domestic workers who come to my office immediately after they are raped and fired. Many of them may not have a single cent to have their meal; others battered and come with serious physical damage. In the worst case, they may become pregnant and come to my office for help. Their situation is heart breaking.

According the TTTM project assistant expression, domestic workers or other victim women who join the Safe House vary in their personal characteristic. Some have a strength and faith and then ask for basic needs support only, where as others has no strength at all, with a lot of hurt and have no clue what to do about the problem they faced. She mentioned these women join the Safe House with no or little hope of survival, having lots of emotional disturbance and trouble.

Table 4.2 Summary of Causes and Consequences of Sexual Abuse

Cases	Forms of sexual abuse	Perpetrator	Consequence
Case 1	Touched on her breast without her consent Verbal sexual remarks	Employer (Married)	Sudden quitting of job Emotional disturbance Distrusting of men
Case 2	Raped	Employer (Married)	Unsafe abortion Self blaming
Case 3	Pulled in to the chest of the perpetrator Asked for sex after she entered in to the perpetrator home with false promise of job	Employer (Single)	Being reluctant to recruit in single men home Psychological disturbance due to the devalued approach of the perpetrator
Case 4	Forced to touch the private body parts of the perpetrator	Employer (Divorced)	Emotional disturbance Less efficient to perform her tasks Job insecurity
Case 5	Raped	Stranger	Unwanted pregnancy, HIV positive status , Physical damage Sudden firing, Hating people
Case 6	Raped	Waiter	Unsafe abortion Distrusting men
Case 7,	Attempt of rape	Employer's relative	Emotional disturbances Job insecurity Fear
Case 8	Raped	Employer's Relative	Twins pregnancy Sudden firing Hopelessness

Factors for Resilience in Survivors of Sexual Abuse

The main objective of this study was assessing the factors which helped sexually abused domestic workers to stand on the face of adversity. To this end, questions which assessed the internal and external factors for resilience were forwarded to the study participants.

Internal Factors for Resilience

Trials to prevent the incidence: Participants were asked about their reactions before or during the abuse occurred. The prior immediate response of the victims includes shouting, trying to throw objects, insulting the perpetrator, begging to let them go, and warning to tell about the incidence for the wives and the police. Only one of the participant told she was silent and did not try anything because she was a little bit nervous and she thought it is her fault to stay in that home until the situation worsen. Then after the incidence, those who were faced actual rape were either they left the perpetrators home by themselves or fired immediately by the perpetrators and other family members. In line with this, they explained their trials to protect themselves from the incidence, though they were not succeed, give them a sense of '*it was beyond my control and I cannot help it.*'

Setting life goals and aspirations: the other internal resilient factor stated by two study participants is looking for a meaning in life by setting future goals and being optimist about their future success. For example, Case 7 has a great ambition to be a great runner. In 2000 E.C, she has got the fifth rank in Ethiopian walking champion. However, often her employers are not willing to give her time for both her night school program and morning running training. Therefore, she quitted school and

prefers to give more time and attention for the running. She mentioned her hope to be successful in running though there are so many challenges in front of her. She often not upset herself for what employers said or did to her because she has a dream that “*One day I will be a champion and everything will be alright.*”

Personal conviction: A strong sense of what is right and wrong and standing up for those beliefs is also explained by participants as internal factor which motivate their resilience. Taking time to choose positive life decisions and constructive ways before picking the wrong one emotionally is another internal strength assessed from one study participant. Case 3 narrated the locus of self control which helps her in the face of adversity as follows;

Whenever I have been facing unwarned firing and I couldn't cover my school fee, I may thought why not I go out with men and have the required money but I often take breath and think over again about it, I feel it is wrong! I could pull myself out of wrong decisions by saying I shouldn't be like this or I should not go on in this way.

As Case 3 experienced, one of the factors in resilient is individual's thoughts and respectful values about themselves. She explained that she left her original place running away from early marriage and with a dream to pursue her school. She remembered it every time whenever she faces challenging life situations.

Denial or suppressing the incident: Finally, two of the study participants shared a different view about their coping mechanism. For example Case 6 cited forgetting the past or convincing herself as if the problem was not happened and will never happen is a strategy that helps her to escape from stressful feelings.

In those days I was wondering why I came to this world? Why God let all these things happen to me? However, letting such kinds of thoughts to my mind had its own bad consequence. Lately what I realized was if I would keep complaining and thinking about those who broken my heart, I would always be hopeless. Then I decided, the incident will become the past and no longer bother my future.

External factors for resilience

Caring relationships after disclosure: Except one participant, all of them were uncovered the incidence to different kind of people such as the perpetrators family, neighborhoods, friends, relatives, brokers, as well as researchers and media people. The other raped girl told about the incidence to her uncle because he was a priest and she believed in 'telling to him is a confession.' One of the participants told about the incident to a stranger woman at church and being informed the way to helping organizations such as *Mekidem* Ethiopia and TTTM. These participants emphasized sharing their emotions with others and the empathy they nourished back gave them relief and a feeling of belongingness.

The interview with broker also revealed that the majority of domestic workers have a kind of big sharing behavior to share any form of sexual abuse they came across with the brokers as well as with other domestic workers. He added even those issues which are considered as taboo or 'untold' by others community members can be explained by these workers without hesitation. In the broker's opinion, their openness to share their problem is one means to relieve their bitter feelings. The broker also

mentioned that some domestic workers have a trend denial to suppress the memory of the incidence and act as if nothing was happened.

However, only one of the raped participants was reported the incidence to the police though the perpetrator did not get accusation due to unwillingness the neighbors to give witnesses and less collaboration of the police to take the case seriously. The reasons given for not reporting the incidence to the police includes, being afraid to talk about the incidence in the police station, assuming they might not be trusted and accepted by the police, discouraged by the existing bureaucracy in the police station and dispirited by friends who faced the same problem in the past and failed in the process of accusation.

The broker also pointed out that the bureaucracy in the existing legal structure is one obstacle which discourages victim domestic workers not to report their case. He further added, some polices are not even interested to listen the problems of domestic workers because they have a misperceived view '*these women may engage in the sexual staff willingly but when relationships go bad they misrepresent it as sexual abuse.*'

Regarding, the help the broker offers to the victims of sexual abuse, he said that usually he tried his best to calm them down and if they have no money he will lend them. He also mentioned he give them advise to learn from their past mistakes. The broker believes that for the majority of domestic workers, life is full of challenges. However, if they are encouraged and supported, they can make a difference in their life and become successful ones.

Opportunities for job and life skill trainings: During the time of interview Case 8 who had raped and gets twines was taking baby sitter and food preparation trainings in the Safe House. She said taking these trainings help her to develop a sense of '*I am competent so that I will have a better job opportunity.*' She was also mentioned attending the individual and group counseling sessions contribute a lot to forget the past and to plan for a better tomorrow. Moreover, she has a plan to take *Tecuondo* as self-defense training so that she can protect herself if she encounters any kind of sexual abuse in the future. She would also like to stay healthy hoping one day her children may be look for her. These thoughts spark a light of hope in her day to day life.

Emotional sustenance: As to the opinion of project assistant, the prior most strength of these women is their courage to share their problems with others and their trial to find a way out through organizational help. So the initial step taken by the organization is to show empathy for the victims and to assure them '*there are people who really care about them.*' Personally she believes in, people who experience a loving, kind and caring relationship have a better chance of developing the inner strength that makes them to cope with problems. She further added that the individual and group counseling given in the Safe House and opportunities for trainings help the clients to develop resilience.

Spiritual affiliation: faith and religion is another resilience factor assessed from the study participants. Participants underlined on the relief they get from praying and going to religion places. For example Case 1 said “*Whenever I get very depressed due to the sexual abuse I had faced or other problems of my life, I go to church, laid on the floor on my knee, and pray to God.*” Case 2 further elaborated her affiliation towards praying as follows;

When I lost my virginity unwillingly, I thought I would never smile to men again. Then I started to prey to God to give me the strength. At least I was capable to interrupt the pregnancy. This is the thing I should be thankful for.

When the project assistant responded about the individual’s diversity in coping with problems, she stated as;

Some environmental experiences put these women at greater risk.

However, they do have the potential to protect themselves against feelings of helplessness and hopelessness and to build their inner strengths. An important thing to remember is that even if a person has had negative environmental experiences, it does not mean that she or he will definitely be overwhelmed by problems later on in life.

Finally, all the study participants were asked what should be done and by whom to improve the general life situation of sexually abused domestic workers. The domestic workers give emphasis in getting trainings and skills so that they can shift in to the other sectors which are better secured.

The broker emphasized on the concerned government bodies should give priority to formulate an employer-employee contract form which gives a better protection for the domestic workers. He also mentioned he would appreciate if any organization will take the initiation and create media based awareness interventions about the challenges of women in the domestic work arena. Finally he added if possible it will be good if the brokers also get trainings so that they can have a better skill and knowledge which will help them to be curious when they contact employers and employees and to provide emotional support when sexually abused domestic worker come to their office.

In this regard, the project assistant called a collaboration work between different institutions to bring these invisible workers in to the picture. However, she also underlined sexually abused workers themselves should be aware of their rights and should not be discouraged by the already happened problems rather look fore their internal strengths to protect themselves from further abuse.

5. DISCUSSION

This section presents the discussion of the major findings based on the available data in this study and related literature. The discussion entertains three main issues: background of the study participant, causes and consequences of sexual abuse and factors contributing for resilience among survivors of sexual abuse.

Profile of Study Participants

Domestic workers who participated in this study were young women, predominantly who migrated from country side. They were at primary educational level and have a poor family background. Other studies done on the area of domestic work revealed that persistent levels of poverty in many African countries, the failure of education systems to absorb and retain majority of the citizen, and limited opportunities for decent employment contribute to large numbers of young girls and women to be engaged in domestic work where they are exposed to high levels of violence (Amnesty International, 2006; Original, Emebet, & Mellese, 2004).

The result of this study uncovered diverse push and pull factors which led the participants in to domestic labor such as death or separation of parents, running away from early marriage, induced by relatives, to have a better access for education and to support family financially. Similar study done in Kenya (Ondimu, 2007) presented the decision to move is seldom taken by the migrant alone, and may involve family members, friends or members of the wider community. This is because migration may be seen as great investment that will bring benefits not only to the migrant but also to others in the home community.

Participants under this study spent from 2 up to 12 years in the domestic sector. Studies on the area (Amnesty International, 2006, Anderson, 2000) uncovered although domestic work is a tiresome and tedious job, it is hard to leave once entered in to sector because most women who are engaged in it because it needs no specialization and would not venture for other opportunities. Ondimu (2007) argued lack of skill and training, insecure ways of finding job and low economic status of the workers are huge contributors which force domestic workers to stay on the line even if the sector is not comfortable.

Likewise, it was also found that all the study participant were single. As a report by Amnesty International (2006) explained, this probably shows the preference of single domestic workers from married ones as a result of the nature of the job which requires them to be on call for 24 hours a day.

Causes of Sexual Abuse

Many people may have hard times thinking about sexual abuse, and it can be particularly difficult to imagine why someone would do something awful onto those who provide care for. Participants in this study articulated the main causes of sexual abuse. As the opinion forwarded from the domestic workers' side, perpetrators can commit any form of sexual abuse due to sense of less value they have towards the domestic workers, assuming the victims have no one around to help, drinking, and to get relief from their immediate sexual desire especially when wives absent from home. From the domestic workers side reasons like fading with changing employers now and then and their assumption of the situation may not be worsen mentioned as factors which make them not to be curious and leave the abusers house before the incidence

happen. Motesi (1990) emphasized the unorganized and private nature of the work by itself, lack of legal recognition to the sector, considering the issue as family affair and lack of knowledge and awareness of the workers about their rights are the main potential factors which exacerbate the workers vulnerability to sexual abuse.

In this study, the absence of boundary between sex worker and domestic worker also mentioned as a potential factor for sexual abuse. In fact, there are women who run double jobs, as domestic workers for hotels and bars and use sex work as additional source of income. However, this does not mean that all domestic workers can use sex work as alternative means of income generation. Even they were sex workers, the customers should think about consent before sex. However, some individuals think, as far they earn the money, they can have sex with a woman without respecting her interest. According to Original, Emebet and Mellese (2004), getting consent to have sex and respecting individual's interest can be violated due to the existing power relationship between perpetrators and victims. Usually, individuals respect the consent of others whenever there is little or no power difference between them.

One of the causes for rape which is mentioned by the study participant is drinking. According to Meyer (2000). alcohol use by both victims and perpetrators is often used to explain or even excuse sexual assault. The effect of alcohol on drunker have been proven to lead to greater levels of aggression, even when they were not actually drinking alcoholic beverages. Perpetrators are more aggressive and victims become less effective at setting boundaries and defending themselves when they are drinking alcohol.

On the other hand, the broker articulated a different view such as domestic workers can also be cheated by false promises of perpetrators. There are studies which argued about the very existence of victims behaviors, such as lack of self confidence to say no whenever necessary that make them more vulnerable to sexual abuse (Charney, 2004). Amnesty International (2006) reported, as a result of extreme power inequality in the employer-employee relationship and the worker's ambition to keep their jobs make these women to be easily cheated and become prone to abuse.

The broker also pointed out the existence of misperception among the legal persons as a factor which aggravates the vulnerability of domestic workers to sexual abuse. Some polices feel women were willing to have sex but complain as if they are abused when the relationship go bad. As Nestanet (1999) presented, in Ethiopia sexual abuse is a new concept and not well defined in a way to be understood by each segment of the society. Yet, the society level of awareness about sexual abuse is at infancy stage. This may be the reason why polices pointed out their finger towards the victims as a contributor for the abuse happened or even consider victims as the initiators of sexual abuse upon themselves.

Consequences of Sexual Abuse

The present study assessed both immediate and subsequent psychological, social and health effects of sexual abuse on the participants. They came across one or more of problems which includes; stress, headache, nightmare, feeling of worthlessness, unsafe abortion, unwanted pregnancy and HIV/AIDS. As mentioned by Rubenstein (1992) despite it happens in different forms, whether it may be inflicted

in a single or a series of repeated incidents, sexual abuse violates the right to integrity of the body and personality of an individual.

One of the terrible consequences of sexual abuse incidence is its effect in losing trust on other men. Obviously, there are good employers who treat domestic workers like their family members. But if once domestic workers face sexual abuse, they are more likely to generalize '*All men are the same*'. This in turn creates insecurity and tension between employers-employee relationships (Amnesty International, 2006).

Sexual assault can have long-lasting consequences for women's health. As the Saleebey (2000) reported, experience of coerced sex reduces a woman's ability to see her sexuality as something over which she has control. As a result, it is less likely that girls and women who have been forced into sex will use contraception, which in turn increasing their likelihood of becoming pregnant and getting sexually transmitted diseases such as HIV/AIDS.

Factors for Resilience

As Garnezy (1994) postulated, it is as essential to study predictors of success as it is necessary to understand and recognize predictors of failure. An ever-growing body of literature has examined the concept of resiliency in an attempt to determine if there are factors helped individuals to raise above overwhelming life events. Literature has clustered these factors into intrinsic to the individual and contextual factors which are external to the individual (Rutter, 1990).

In the study at hand, only two individuals were found who were passed through institutional support and came out from traumatic life experience. In Ethiopia,

getting institutions that would help victims to get rid out of traumatic experiences are rare. This may be either due to absence of enough organizations working on rehabilitation or due to the less awareness of the society in approaching helping agencies. According to Dumont and Provost (1999) young people especially those who were at risk, have a low motivation to approach and utilize social support resources even when they knew it is available. It may therefore be necessary to reach out and encourage them to use the available helping agencies within the community even if they do not ask.

Therefore, the general trend which was practiced by the majority of the study participant to get out of trauma includes religious affiliation, disclosing, silence and normalizing as if the problem was not happened. The social environment beyond the family provides a significant source of protection that supports resiliency. Saleebey (2000) has documented how supportive relationships with individuals outside the family provide individuals with coping alternatives in times of adversity.

Gunnestad (2003) explored communication skills which are obtained partly from inborn qualities and partly from learned behaviors make an individual able to explain the inner most feelings. The courage to explain the incidence is one means of getting relief from troubles. The ability to express emotions creates resilience by making an individual to feel good and by getting empathy from others (Gunnestad, 2003). Supportive and caring relationships rewarded for victims after the disclosure are helpful for sexually abused domestic workers because the majority of them think they are worthless for not protecting themselves from abuse.

However, only one participant discloses the issue to the police due to the existing bureaucracy in the legal structure and less intention of concerned bodies to take domestic workers' cases seriously. Amnesty International (2006) elaborates the existence of many obstacles in the existing legal and social systems that hamper the protection of domestic workers abuse particularly the limited effect of legal remedies.

The study participants were also emphasized on the spiritual support that would help them to cope up after sexual trauma. Research has shown that spirituality and religious beliefs are important factors in resilience. As Niaz (2006) notified, praying and faith can be used to make more strength to get through any major problems in life through providing meaning and purpose in life.

Like wise, another resilience factor which is noted by the study participants is setting goal and searching a meaning from life. Rutter (1999) indicates the individual who has a strong belief of controlling their own destiny is likely to be more concerned to those aspects of the environment which are valuable for their future success and place greater value on to reinforce their goal. This in turn helps survivors not to bother about their past failures and problems.

The other survival strategy mentioned by one of participant was denial of the incidence by assuming as if the problem was not happened. Though such kind of coping mechanism is not recommended by psychologists due to its side effect coming out on later life some studies (Gunnestad, 2003) notified that normalizing the abusive situation and suppressing it as if not happened is one means which is used by a considerable proportion of victims, especially when there is no one around to help them.

6. IMPLICATIONS AND CONCLUSION

Implications for Social Work Practice and Research

Social work profession provides opportunities to work in many different settings with people whose problems, issues and needs are diverse. Social workers strengthen human functioning and enhance the effectiveness of the structures that provide resources and opportunities for the well being of society. Therefore, social workers should involve actively in researches which are relevant for social policies formulation and development of new strategies for practitioners (Dubois & Miley, 1999).

For the past few decades, prevention of sexual abuse is ultimately the most important goal set by policy makers, advocates and researchers. However, the world reality shows, the rate of sexual violence is still increasing in alarming rate. The responses given for the problem are very diverse, with differences influenced by the level of resources, status of the victims and a range of other factors. Some polices and advocates focus more on the punishment of perpetrators, whereas others aim more to promote healing of the victims.

As stated in social work code of Ethics (National Association of Social Workers [NASW], 1999) one of the primary goals or tent of social work profession is enhancing people's capacities to resolve problems, cope and function effectively. To accomplish this goal, social workers should assess resources and strengths and support clients' effort to create changes in their lives and situations. To this end, the following implications are forwarded from the study at hand, as a potential area for social work research and practice;

- The documents reviewed in this study uncovered that that domestic service is one of the unorganized and legally unrecognized informal sectors which support the life of many poor women. Social workers should advocate for the formulation of associations, labor law and policy which specifically address the issue of domestic workers.
- The research applied resilience concepts which can be adopted to implement new strategies that can work in Ethiopian context. This implies the need for developing and testing of the effectiveness of theoretically-based research through the existing social context.
- The research process has an implication for other researchers to understand social problems from their strength perspective in order to build appropriate interventions that will influence the existing policy or show the necessity of policy formulation.
- This study documented risk as well as resilience factors of sexual abuse by taking domestic workers as a central focus. Social work practice should consider the internal and external factors of a problem from the perspective of survival and victims before setting a solution for the client.
- The study findings assessed different help-seeking pathways of survivors after sexual abuse. Social workers can learn from the steps these survivors have taken, the processes they have adopted and resources they have used to implement strategies with in the context of the client. Interventions that might alleviate sexual abuse should be applied at micro, mezzo, and macro levels.

- In this study, the participants mentioned diverse resources such as their own values and norms, friends, brokers, neighborhoods and helping agencies which helped them to stand in the face of adversity. Social workers should be aware of the available resources in the community and then prioritize options which are efficient to be used by sexually abused domestic workers.

Conclusion

Domestic work, being one area in which many poor women are engaged to support their life and their family, is a very exhausting, never ending and exploitative sector. Due to the social, legal and economical factors which compounding the sector, domestic workers are vulnerable to verbal, physical, and particularly to sexual abuse.

The findings in this study indicated that women who subject themselves in domestic working are actually with few or no option to other alternatives. They also lack some sense of awareness and knowledge since most of them belonged into poor family, migrants from countryside and do not have the chance to educate themselves. This has resulted in the condition of domestic workers to be inopportune.

According to the study participants' opinion, absence of clear boundary between domestic worker and sex worker, drinking, absence of wives from home, less cooperation of neighborhoods to respond for emergency help and lack of legal enforcement are major cause which encouraged perpetrators for sexual abuse. From the domestic worker's side, giving less intention for the prerequisite acts of perpetrators, fear of losing job, cheated by false promises and lack of self defense ability against the perpetrator's physical attack were mentioned as risk exposing factors. The study also revealed that sexually abuse domestic workers face difficulties

ranged from emotional disturbance and physical damage up to serious reproductive health complications and HIV/AIDS.

Finally the study assessed both internal and external factors to understand what helps sexually abused domestic workers to function well after sexual trauma. The study confirms the need for a holistic approach which requires personal strengths, norms and goals, the already available community resources, rehabilitation centers, religious institutions, health sectors, the police and legal systems as potential areas to help sexually abused domestic workers. The general findings can be adopted by other social work researchers to explore positive as well as negative outcomes from life changes after traumatic event and to incorporate this knowledge into new practice strategies in the context of Ethiopia.

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APPENDICES

Appendix A

Informed Consent to Domestic Workers

Good Morning/Good Afternoon

My name is Selewongiel Aynalem. I am a second year MSW student at Addis Ababa University. I am now gathering information about sexual abuse of domestic workers as a partial fulfillment of the requirement for my MSc degree in Social Work.

First of all I would like to thank you for taking your time to participate in this interview. This interview is prepared for educational purposes only. The purpose of this interview is to collect information about your personal experiences related to sexual abuses and how you have been able to cope with the trauma. I believe the information you can provide to me will be of great help to assess and explore the traumatic experiences of women who have had such incidents.

This is a research, not a test. Therefore, you should feel at ease to answer any question as you like. Also please be informed that there is no right and wrong answers. While you are engaged in this interview, if you feel discomfort to continue the interview, you have a right to interrupt it anytime. You have also the right to omit any question you do not like to answer. However, please do not hesitate to ask me to elaborate any question that you do not clearly understand.

In order to be authentic in presenting the information, and to follow the data collection procedures, I would like your full cooperation and willingness to allow me to tape record the interview and take notes. The information you are going to provide will be transcribed and presented to the school in a compiled form and I assure you that no one else will have an access to listen to this recorded interview except me.

Your identity will always be kept strictly confidential. I believe that your true and honest information you will give me is very much valuable to achieve my research objectives. I appreciate your cooperation.

Are you voluntary to participate in this interview?

Yes -----

Appendix B

Informed Consent to Key Informants

Good Morning/Good Afternoon

My name is Selewongiel Aynalem. I am a second year MSW student at Addis Ababa University. I am now gathering information about sexual abuse of domestic workers as a partial fulfillment of the requirement for my MSc degree in Social Work.

First of all I would like to thank you for taking your time to participate in this interview. This interview is prepared for educational purposes only. The purpose of this interview is to collect information about your personal opinions and experiences about sexually abused domestic workers and how they have been able to cope with the trauma.

While you are engaged in this interview, if you feel discomfort to continue the interview, you have a right to interrupt it anytime. You have also the right to omit any question you do not like to answer. However, please do not hesitate to ask me to elaborate any question that you do not clearly understand.

In order to be authentic in presenting the information, I would like your willingness to allow me to tape record the interview and take notes. The information you are going to provide will be transcribed and presented to the school in a compiled form and I assure you that no one else will have an access to listen to this recorded interview except me. Your identity will always be kept strictly confidential. I believe that your true and honest information you will give me is very much valuable to achieve my research objectives. I appreciate your cooperation.

Are you voluntary to participate in this interview? Yes -----

Appendix C:

IN-DEPTH INTERVIEW GUIDELINE QUESTIONS

Interview Guide for Domestic Workers

I. Background Information

Age: _____

Sex: _____

Ethnic Background _____

Religion _____

Birth Place: _____

Marital status:

Single _____ Married _____ (If yes, how long?) _____ Divorce _____

No of Children (if any) _____

Educational Level: _____

II. Family Background

Are your parents alive? Yes _____ No _____

If no, who is deceased: Father _____ Mother _____ Both _____

How is your family living condition in terms of economical and social status?

What is your parent's occupation?

Father _____ Mother _____

What is the educational level of your parents?

Father _____ Mother _____

What is the income means of your parents?

What is the size of your family?

How many brothers and sisters do you have?

Brothers _____ Sisters _____

What are the occupations of your siblings?

Brothers _____

Sisters _____

III. Reason for Work

No of years in this line of domestic work: _____

What is your reason for having this work?

How do you get your employment?

Probe: Through relatives, friends, neighbors or employment agencies?

IV. Current Living Conditions

With whom do you live now?

How much money do you get from your work per month?

How much money do you spend for yourself monthly on average?

On what do you spend your monthly salary?

Whom, if any, do you support financially?

If yes, how much money do you give them?

V. Conditions and Causes of sexual abuse

Could you please describe your recollection of the first incident of sexual abuse and the events which seemed to trigger it?

What kind of sexual abuse?

If you were sexually abused, who was the perpetrator?

Where and when did the incident happen?

For how long have you experienced the assault?

What do you think the reason behind the abuse?

Was your employer overwhelming you with continued arguments and pressure to have sex with you although you indicated you didn't want to?

Was the perpetrator showing displeasure by making you feel guilty or getting angry?

Was your employer took alcoholic drinks/drugs?

Was your employer used weapon or specific intimidation?

What he said directly prior to the abusive incident,

What were the type and extent of injuries, for how long the incident lasted?

Was the perpetrator used physical force? What kind?

How long have you been living (did you live) in the house where you became a victim of sexual abuse?

VI. Psycho-social and health consequences of sexual abuse

Could you please explain the kind of problems you have come across during and after the incident?

How much do you think the incident has affected your life?

Do you think your behavior has changed as a consequence of the incident?

Did you get HIV blood test after the incident? What was the result?

Have you got any reproductive health problems because of sexual abuse?

(Probe: unwanted pregnancy, unsafe abortion, STD's)

VII. Continuum of Domestic Workers Resilience

What were your immediate and subsequent reactions to the incident?

What was the reaction of the perpetrator after the incident?

What did you do at the time of incident? (What was your reaction to that incident?)

What have you done immediately after the incident?

Probe: Did you disclose the incident to anybody else?

If yes, to whom? How did they treat you?

If no, why didn't you do it?

Did you report the abusive incident to the police?

If "yes," what was the response?

How do you feel about yourself after the incident?

Probe: Have you felt that you are still a person of worth?

- Does the incident change your attitude towards life?
- Do you take good care of yourself?
- Do you have positive relationship with others?
- Do you have stable personality?
- Do you have a feeling of "I am capable of doing important things in my life?"

Have you ever been asked by anyone if you have been sexually abused?

- If yes, by whom?
- What was the response?

Did you get the necessary support wherever you reported the incident?

How long have you stayed with your employer who assaulted you?

How can you avoid the same incident from happening again?

What do you think is/has been helpful for you to overcome the problem?

What are the conditions that have increased your ability to cope with the incident?

What are your strengths or personality attributes to resist such trauma?

What strategies do you think you can use in order to be sexual survivor?

What faith based or religious/spiritual life activities are important for you to overcome the trauma experience?

Have you tried to find another job after the trauma?

Probe: What was the result?

What kind of social support have you got to cope with the trauma?

How is your relationship with your family members, your current employer, and other individuals around you since the incident took place?

What is your future plan in life?

In your opinion what should be done by government or non-government agencies (NGO) to ameliorate the situation?

Appendix D

GUIDING QUESTIONS FOR KEY INFORMANTS

I. Interview Guide for TTTM Project Assistant

Name of organization/ agency you represent _____

Sex _____

Age _____

Educational status _____

Position _____

Work experience _____

- How do you define sexual abuse?
- What are the different kinds of sexual abuse you already know?
- Do you think domestic workers are currently vulnerable to sexual abuse?
- Do you know any domestic worker who has been sexually assaulted?
- What are the factors that exacerbate domestic worker's vulnerability to sexual abuse?
- What are the problems that sexually abused workers encounter?
- What are the legal protections available for domestic workers?
- In your opinion, what are the possible health and psycho-social consequences of sexual abuse on the life circumstances of domestic workers?
- What kind of measures taken by your organization in order to help sexually abused domestic workers?

II. Interview Guide for Broker

Name of agency _____

Sex _____

Age _____

Educational status _____

Position _____

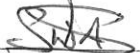
Work experience _____

- How do you define sexual abuse?
- What are the different kinds of sexual abuse you already know?
- Do you think domestic workers are currently vulnerable to sexual abuse?
- Do you know any domestic worker who has been sexually assaulted?
- What are the factors that exacerbate domestic worker's vulnerability to sexual abuse?
- In your opinion, what kinds of domestic workers are vulnerable to sexual abuse?
- What are the problems that sexually abused workers encounter?
- Do you know any organization (either government or NGO) that provides support to sexually assault domestic workers?

Declaration

I, the undersigned, proclaim that this study entitled in “Assessing the Resilience in Domestic Workers with Histories of Sexual Abuse in Addis Ababa” is original, and any material used in this study is dully acknowledged.

Name: Seblewongiel Ayenalem

Signature: 

Date: June, 2009

Advisors

Mingistu Legesse (PhD.)

Signature: _____

Date: June, 2009

Wassie Kebede (PhD Candidate)

Signature: _____

Date: June, 2009