

**PSYCHOSOCIAL CONSEQUENCES OF VIOLENCE AGAINST
FEMALE DOMESTIC WORKERS IN HOSSANA TOWN, HADIYA
ZONE, SOUTHERN NATIONS, NATIONALITIES AND PEOPLES
REGION**

MA THESIS

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**Psychosocial Consequences of Violence against Female Domestic Workers in
Hossana Town, Hadiya Zone, Southern Nations, Nationalities and Peoples
Region**

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**In partial Fulfillment of the Requirements for the degree of
MASTER OF ARTS IN SOCIAL PSYCHOLOGY**

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DEDICATION

This thesis is dedicated to my wife Ms Bezuayehu T/mariam, my brothers and my uncle who helped me to success this work from the starting up to finishing.

STATEMENT OF THE AUTHOR

By my signature below, I declare and affirm that this Thesis is my own work. I have followed all ethical and technical principles of scholarship in the preparation, data collection, data analysis and compilation of this Thesis. Any scholarly matter that is included in the Thesis has been given recognition through citation.

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ABBREVIATIONS AND ACRONYMS

ADB	African Development Bank
CEDAW	Convention on Elimination of Discrimination Against Women
DV	Domestic Violence
DWs	Domestic Workers
FDRE	Federal Democratic Republic of Ethiopia
FDWs	Female Domestic Workers
HRW	Human Rights Watch
ILO	International Labor Organization
IOM	International Organization for Migration
ISCO	International Standard Classification of Occupations
LSA	Labor and Social Affairs Office
MWAO	Ministry of Women Affairs Office
NGO	Non-Governmental Organization
SNNPR	Southern Nations, Nationalities and Peoples Region
UN	United Nations
VAFDWs	Violence Against Female Domestic Workers
WAB	Women's Affairs Bureau
WAD	Women's Affairs Department
WAO	Women's Affairs Office
WB	World Bank
WHO	World Health Organization

TABLE OF CONTENTS

	Page
STATEMENT OF THE AUTHOR	iv
BIOGRAPHICAL SKETCH OF THE AUTHOR	v
ACKNOWLEDGEMENTS	vi
ABBREVIATIONS AND ACRONYMS	vii
TABLE OF CONTENTS	viii
LIST OF TABLES	
LIST OF FIGURES	xii
ABSTRACT	xiii
1. INTRODUCTION	1
1.1. Background of the Study	1
1.2. Statement of the Problem	4
1.3. Research Questions	5
1.4. Objectives of the Study	6
1.4.1. General objective	6
1.4.2. Specific objectives	6
1.5. Significance of the Study	6
1.6. Delimitation of the Study	7
1.7. Limitations of the Study	7
1.8. Definition of Key Terms	8
2. REVIEW OF RELATED LITRETURE	9
2.1. Concept of Domestic Workers	9
2.2. Forms of Violence against Female Domestic Workers	10
2.2.1. Physical violence	10
2.2.2. Sexual violence	11
2.2.3. Psychological violence	11
2.3. Factors contributing for Violence against Female Domestic Workers	11

TABLE OF CONTENTS (Continued...)

2.3.1. Social factors	12
2.3.2. Cultural factors	12
2.3.3. Institutional factors	12
2.4. Consequences	13
2.4.1. Physical health effects	13
2.4.2. Sexual and reproductive health problem	13
2.4.3. Mental or emotional effects	14
2.5. The Situation of VAFDWs in Different Perspectives	14
2.5.1. From global perspective	14
2.5.2. From African perspectives	14
2.5.3. From Ethiopian perspectives	15
2.5.4. From regional and Zonal or study area perspectives	16
2.6. Theories Related to Violence	16
2.6.1. Psychological theories	16
2.6.2. Social learning theory	17
2.6.3. Instinct theories	17
2.6.4. Psychoanalytic feminist theory	17
2.6.5. Radical feminist theory	18
2.7 .Conceptual Framework	18
3. RESEARCH DESIGN AND METHODOLOGY	21
3.1. Research Design	21
3.2. Description of the Study Area	21
3.3. Sources of Data	22
3.3.1. Primary source of data	22
3.3.2. Secondary sources of data	22

TABLE OF CONTENTS (Continued...)

3.4. Population, Sample Size and Sampling Techniques	23
3.5. Data Gathering Tools	25
3.5.1. Questionnaire	25
3.5.2. Interview guide	27
3.5.3. Document review	27
3.6. Data Collection Procedure	27
3.7. Method of Data Analysis	28
3.8. Ethical Considerations	29
4. RESULTS AND DISCUSSION	30
4.1. Respondents Characteristics	30
4.2. Status of Violence against FDWs in Hadiya Zone, Hossana Town	31
3.4. Types of Violence Experienced on Female Domestic Workers	33
4.3.1. Psychological violence	33
4.3.2. Physical violence	40
4.3.3. Sexual violence	44
4.4. Factors Contributing for Violence against Female Domestic Workers	50
4.5. Psychosocial Consequences of Violence against Female Domestic Workers	54
5. SUMMARY, CONCLUSION AND RECOMMENDATIONS	58
5.1. Summary	58
5.2. Conclusions	59
5.3. Recommendations	61
6. REFERENCES	62
7. APPENDICES	68
7.1. English Version Questionnaires	69
7.2. Amharic Version Questionnaire for FDWs	77
7.3. Amharic Interview Questions for FDWs	85
7.4. Amharic Interview Questions for WAO, LSAO and Brokers	86

LIST OF TABLES

Tables	Page
1 .Summary of sample size and sampling techniques	24
2. Measurement of Cronbach's Alpha	26
3. Demographic characteristics of respondents	30
4. Status of violence against FDWs in Hadiya Zone, Hossana Town	32
5. Psychological violence experienced on FDWs	34
6. Physical violence experienced on FDWs	41
7. Sexual violence experienced on FDWs	45
8. Factors experienced on FDWs	50
9. Psychosocial consequences of violence experienced on FDWs	55

LIST OF FIGURES

	Page
Figure	
1 . Description of the study area	22

Psychosocial Consequences of Violence against Female Domestic Workers in Hossana Town, Hadiya Zone, Southern Nations Nationalities and Peoples Region

Bekele Kebede Habebo

ABSTRACT

The purpose of this research was to investigate the psychosocial consequences of violence against female domestic workers in Hossana town, Hadiya Zone, Southern Nations, Nationalities and Peoples Region. This paper employed descriptive survey research design because it helps to describe the feeling of FDWs violence in the study area. This study was also employed mixed research methods to achieve intended objectives in the study area. Among the respondents, 104 FDWs were participated in responding questionnaire and 8 respondents for an in-depth interview in the study area. Totally, 112 respondents have been participated in this study. The study used stratified random sampling techniques to select the study sites and to facilitate the sampling process and purposive sampling to select key informants for in-depth interviews. Data collected from the field were coded and entered into the computer for analysis using SPSS version-20 Windows. The study was applied descriptive statistics like mean, weighted mean, standard deviation, and inferential statistics like, one way ANOVA Analysis. The finding of this study in terms of status of VAFDWs, most of the female domestic workers were illiterate, employed by parents and friends rather than brokers in the study area. The majority of FDWs was faced psychological violence rather than sexual and physical violence. In addition, majority of them faced factors contributing for VAFDWs in the study area. In other hand, most of them have been faced psychosocial consequences of violence like, feeling chronic headache, hopelessness in their mind, unsafe abortion and unwanted pregnancy in the study area. The study concluded that the majority of FDWs have been faced psychological violence rather than physical and sexual violence in the study area. In addition, this study it was concluded that the most common psychosocial consequences of violence observed in FDWs were feeling chronic headache, hopelessness, unwanted pregnancy and unsafe abortion in the study area. The study also recommended that, brokers, WAO, and LSA should have comprehensive recorded database system that creates networks of information about FDWs. Finally, governmental organizations, and nongovernmental organizations in each kebele's consultative meeting and come up with well-informed action oriented employ-employer life skills intervention organizes for employers in each sub- cites to minimize psychosocial consequences of violence against female domestic workers.

Keywords: Consequences, Domestic Workers, Female, Psychosocial, Violence

1. INTRODUCTION

This part of the study contains background, statement of the problem, research questions, objectives of the study, the significance of the study, delimitations of the study, limitation of the study, and definition of key terms.

1.1. Background of the Study

Domestic work has always been one of the oldest and most important occupations for millions of women around the world. Gender violence is a deep-rooted problem in every society. It is a result of women's subordinate role in a society. Many cultures have norms, beliefs and social institutions that legitimize and perpetuate violence against women Glenn; Melis, and Withers et al. (2009) and the United Nations (2010) state that women's low status in a society could be considered as a cause for violence against them. In all Ethiopian cultures, the same authors assert that women and girls have been subjected to "physical, sexual and psychological abuse in the family and the community". Gender violence causes serious health, social and economic problems. It has severe health consequences for the affected, both physical and psychological. It also brings devastating social and economic impacts.

It is rooted in the global history of slavery, colonialism and other forms of servitude (ILO, 2010a). All over the world, an important army of workers performs domestic tasks in private households in exchange for remuneration and/or lodging and board (Machado, 2004). The ILO (2010b) estimates the number of domestic workers globally as reaching up to 53 million with ages between 15 years old and above alone. Notwithstanding the increasing societal demand or domestic workers in general remain among the most exploited and abused workers in the world (Chuang, 2010).

Domestic works performed in or for household constituting tasks such as cleaning the house, cooking, washing and ironing clothes, taking care of children, or elderly or sick members of a family, gardening, guarding the house, driving for the family, even taking care of household pets (ILO, 2011). An individual domestic worker might be expected to perform all these tasks in the employer houses. As different authors indicate, Fernandez (2010) domestic work is considered as a degraded kind of job usually performed by women that are increasingly poor

and of low status. Although domestic workers are responsible for cleaning the whole untidiness their employers' houses, cooking, taking care of the elderly and children. Domestic workers are workers employed by private households within national boundaries or overseas to do house, chores and care works (HRW and ILO, 2006).

According to Human Rights Watch and International Labor Organization Governing Body, women and girls constitute the majority of this group of workers. This gives the limited options available to them that are improved by their lower levels of education and constrained opportunities in their life situation. Domestic work was also associated with the traditional role given to women even when they take-up work outside their home (Anderson, 2001). Two approaches for discussions concerning FDWs were unpaid work at home and paid work at home. Unpaid housework was usually justified as 'natural' (arising out of 'love' and 'compassion') to women and girls who usually carry it out. Middle and upper income women often find a replacement (mostly another woman or a girl) to take-up child care and other household duties, which could have otherwise traditionally been fallen under their responsibility (Keklik, 2006).

The nature of their work which by definition was carried out in private homes means that they were less visible than other workers and were exposed to violent practices. A conservative estimation indicates that at least 248, 600 people are employed as domestic workers in Ethiopian cities (Namukasa, 2011). A conservative estimation indicates that at least 248, 600 people are employed as domestic workers in Ethiopian cities (Namukasa, 2011). Estimates from Ministry of Labor and Social Affairs (MOLSA) and ILO department of statistics shows that 1.5% of the total women in the country are currently working as domestic workers. These domestic workers were often not aware of their rights and had been little access to legal protection as they work within families and were thus vulnerable to private abuse and exploitation.

In India in 2004-2005, the number of workers employed in private households, largely domestic workers were 4.75 million. Of these, 3.05 million are women workers in urban areas, making the sector the most prominent in female employment in urban areas. The female share of the sector is as high as 71.6%, which shows an increased trend over the period. The

category of housemaid shows a high degree of feminization, with 87.4% of the workers in the category of domestic work being females (Neetha, 2009). Most of the time in Ethiopia, they have been only a chance of living-in employer's houses to get some wages. Some report states that Ethiopian law specifically prohibits some categories of workers, including domestic workers, from organizing unions and notes that the informal sector as such, which includes domestic work, "is not unionized and is not protected by labor laws"(USDOS, 2015).

The reality in the study area was that female particularly came from a rural area to the center of Hadiya Zone, Hossana Town. Most of the females who came from rural area were not educated, and did not know their rights in the employers' houses in the town. In Hossana town more than 85,000 residents live. These households want female domestic workers because when their children stay in school, nobody remained in the home, to wash clothes, prepare food and for fetching young children from schools. These domestic workers who come from a rural area have been a chance to search for domestic work through the following ways. The first way was through brokers (Dellala), where they were staying until they get domestic work.

The second way was through their friends who stayed in the city for a long period of time and the third way was through parents. The second and the third way of getting domestic work were riskier than the previous one, because there was no agreement that was made and properly addressed were not recorded about the females (Mohammed, 2010). In the study area, most of the time who has been employed without legal ways being risky and faced many types of violence. For example, those female domestic workers who leave from employers' houses faced for commercial sex, abortion in the town, and employed in daily work without interest to stay life.

Not only this, but also some were exposed to different problems like rape by gangs in the town, physical attack while they attempt to protect themselves. The researcher met some female domestic workers who have been faced violence in the neighboring house of the researcher lived and asked her problems to get detailed data on domestic workers. In addition, the researcher helped some female domestic workers who were kicked out of their employer's home without any reason simply with distrust of them. The community has no awareness as

others works and legal ways. They above mentioned problems which initiate the researcher to do this research in Hadiya Zone, Hossana Town.

1.2. Statement of the Problem

In Ethiopia, the problem of violence against female domestic workers experience in their life was severe and studies had shown the prevalence was very high. Gurmu, E., Sideny, G. and Alice, G et al. (2000) identified, particularly the increased volume of movement of vulnerable women and young people with little education and few job skills, with a high proportion being domestic workers. In the same light, Ezra (2001) demonstrates that females who came from rural to urban in northern Ethiopia did so as a response to push factors related to ecological degradation and poverty in rural areas rather than a response to pull factors from urban areas in Ethiopia. In other hand, in spite of gaps in statistics and data, the limited research conducted in Ethiopia on the condition of domestic workers shows similarities with worldwide documented experience in the vulnerability and the type of abuse, harassment and violence committed against domestic workers (Ezra, 2001).

Studies in Ethiopia conducted on violence against female domestic workers were few in number compare to the severity of the problems. Due to this they were suffering from various types of violence under their work place (Elsa, 2011). Another study which was conducted by Kidist (2012) Vulnerability, Legal Protection and Work Conditions of Domestic Workers in Addis Ababa indicated the existence of abuse, harassment and violence against female domestic workers. In addition, the study conducted by Girma and Erulkar (2009) also found that in a study of 2,000 commercial sex workers, 44% were ex-domestic workers.

The finding of Kidist (2012) is not far away from the finding of Elsa in which it was suggested that the problem of female domestic workers should get special attention from the government and other concerned bodies. The study conducted by Getachew (2006) indicates the comprehensive assessment of the context, magnitude and consequences of violence being committed. Another study also conducted by Emebet (2001) violence against female domestic workers in private houses was high severity as compare to low-socio-economic status of female domestic workers.

However, domestic work services in private households where the primary work opportunities for female who came from rural to urban cities. There were many factors which lead them to do domestic work in private houses. But in this study, the main focus was not the major factors that encourage them to be domestic workers instead the factors that paved the way for violence against female domestic workers while they were in the work place. Moreover, this research was going to emphasize on the psychosocial consequences of violence against female domestic workers in Hadiya zone, Hossana town.

Actually, the background of the females may have its own contribution to violence, but it was not the major concern of this study. This study intends to document and drawn lessons from their actual life and the experience of the psychosocial consequences of VAFDWs and documented by giving them the chance to share their experiences. In previous researches the main focus was on the several factors such as, low economic background, who have lost parents (orphans), and family educational background which initiate female to become domestic workers.

Accordingly, this study different from others study by methodological approach, sampling techniques and sampling size of population. Hence, this study focuses on psychosocial consequences of VAFDWs in employers' houses in the study area. The previous researches undertaken had not been well studied about psychosocial consequences of violence against female domestic workers in employers' houses. This study has been attempted to fill the gap in the study on the psychosocial consequences of violence against female domestic workers and were contributed to the existing knowledge in this area.

1.3. Research Questions

This study was attempted to answer the following research questions:

1. What was the status of violence against female domestic workers in the study area?
2. What types of violence were experienced on female domestic workers in Hossana Town?
3. What were the factors contributing to VAFDWs in the study area?
4. What were the psychosocial consequences of VAFDWs in Hossana Town?

1.4. Objectives of the Study

This part of the study includes the general and specific objectives as follows.

1.4.1. General objective

The general objective of the study was to investigate the psychosocial consequences of violence against female domestic workers in Hadiya Zone, Hossana town.

1.4.2. Specific objectives

Specifically, the specific objectives of the study were intended to:

- Assess the status of violence against female domestic workers in the study area.
- Identify forms of violence experienced on female domestic workers in Hossana Town.
- Assess the factors contributing to violence against female domestic workers in the study area.
- Determine the psychosocial consequences of violence against female domestic workers in Hossana Town.

1.5. Significance of the Study

The finding of this study was significant for the following reasons. First, this study was given highlight for FDWs to know their right, working conditions in the workplace, to get availability information from WAO, and LSA to inform the problems in the study area. Second, it used for government to inform the policy, and for women affairs office and labor and social affairs office unite to reduce violence and to assess domestic workers' problems in the town.

In addition, it also used for brokers take care of human right, giving conservative advice and to exercise female domestic workers' legal right in the town. Third, it may be used for researcher in gaining more knowledge regarding the topic and to contribute to the existing body of knowledge. Especially, it is also used for WAO, and LSAO, to share this work in the study area. Finally, it will use for other researchers as a basis for working on similar or related topics as they are part of the reference.

1.6. Delimitation of the Study

Geographically, the focal area of the present study was Hossana town. There were two reasons to restrict this area. First, in the Hadiya Zone, it was obvious to see female migrants in different Middle East countries, particularly from rural areas, and males to the Republic of South Africa. This was even based on the family background that was a particularly female from economically self-sufficient family can go to Middle East countries. On the other hand, the females who belong from economically poor family go to the center of Hadiya zone, Hossana town to be employed as domestic work.

This study was delimited in three sites that were Vision school site, Berhan Chora school site and France Academy school site in Hadiya Zone, Hossana town. This sites where a newly developed, relatively middle and upper class residential where households who have been the economic capacity to hire domestic workers are living area. Second, the researcher has been living in the area previously and knows the area very well, including the places where the victim females live.

All the samples and data collected were from this study area. Conceptually, the scope of the study was delimited only to the psychosocial consequences of violence against female domestic workers in Hadiya Zone, Hossana town. In addition, it has been delimited only to paid FDWs live-in private houses, but not included unpaid and live-out domestic workers in this study. Further methodologically, the study has been delimited to descriptive statistics like mean, standard deviation, weighted mean and inferential statistics like one way ANOVA. In addition, frequency and percentage were delimited in the study. In the other hand, data gathering tools have been delimited to questionnaires and in-depth interview.

1.7. Limitations of the Study

Limitations were matters and occurrences that arise in a study which, were out of the researcher's control. The expected limitations in undertaking this research related to time of female domestic workers and unavailability and /or inaccessibility of data or materials. Generally, the nature of the study, which focused on rape cases of the domestic workers and their interactions with male researcher, has been a certain degree of influence on the findings of the study.

1.8. Definition of Key Terms

Domestic Worker is a person who works within the employer's household by giving services for an individual, by providing care for children and elderly dependents (HRW, 2006; and ILO, 2006).

Physical Violence is a type of violence which includes beating, hitting, kicking or damaging by using a stick or nearby objects (HRW, 2014).

Psychological Violence is creating frustration, shouted or yelled, insulted, deliberately said something to hurt them, undermining an individual's sense of self-worth threatening physical, and forcing/not permitted to see with friends, partners and other family members (UNICEF, 2000).

Psychosocial is used to underscore the dynamic connection between the psychological and the social realms of human experience (WHO, 2008; and Sunil, 2011).

Sexual violence is an attempt to get sexual intercourse without the will or agreement of the other partner/female which includes rape, sexual harassment, and forced prostitution (Manseau, 2006).

2. REVIEW OF RELATED LITRETURE

This part of the study contains concept of domestic workers, forms of violence against female domestic workers, factors contributing for violence against female domestic workers, consequences, the situation of violence against female domestic workers in different perspectives, theories related to violence and conceptual framework.

2.1. Concept of Domestic Workers

International Standard Classification of Occupations, the ILO describes, Domestic worker as a person employed as a part-time or full-time in a house-hold or private residence (ILO, 2010). Domestic workers, who are work in the employers homes for pay, providing a range of domestic services. Their responsibilities may also include cooking, doing laundry and ironing, food shopping and other household errands. Some domestic workers live within the household where they work. Servant is an older English term for "domestic worker", though not all servants worked inside the home (Encyclopedia Britannica, 2008).

According to ILO (2010) domestic workers would specifically refer to work done in private households such as cooking, cleaning, and caring for kids and elders, essentially duties that have traditionally been performed by wives, mothers, and other women in the family. The causes and effect of violence against female domestic workers are not a current phenomenon rather it has long history as long as human history even though its manifestation ways are vary from place to place and from culture to culture. The ILO convention no.189, article 1, "A domestic worker may work on full-time or part-time basis; may be employed by a single household or by multiple employers; may be residing in the household of the employer (live-in worker) or may be living in his or her own residence (live-out)."

However, there was no common statistical definition across countries for what constitutes domestic work. The ILOs definition of domestic workers, which is based on the International Standard Classification of occupations (ISCO), included housekeepers and related workers, child care workers, home based personal care workers and domestic helpers and cleaners. They occupations mentioned above would give us a relatively comprehensive domestic work of list including maids, cooks, waiters, gardeners, gatekeepers, chauffeurs, care takers, babysitters and so on (Chen , 2011a). Thence, "while recognizing the distinctive features of

domestic work sector and the challenges most domestic workers face in common, we need to recognize the special needs that some domestic workers may have emanating from the work condition they are in (Chen, 2011b). For the domestic workers the main danger was usually their employer or exploitative men in powerful positions. Harassment, insults, violence, sexual abuse, rape, sexually transmitted diseases and unwanted pregnancies were all too common among the domestic workers we spoke to and the same pattern is reported in other research (World Bank, 2010).

According to World Bank the forms of violence against female domestic workers are common, but the consequences are different from country to country or place to place and the situations in developed and undeveloped country are not the same. Hence, the problem is still serious in Ethiopia as well as the study area. Although not to the extent as it had been with slaves many years ago, generally speaking, to hire a domestic worker or a number of them for different tasks is a common phenomenon in average middle and upper income households in contemporary Ethiopian society (Pankhurst, 1968; Selamwit & Gelila, 2007). In addition, there has always been the common practice of having another woman and/or teenage girls from poorer families to help in domestic work, in exchange for either cash or food and accommodation (Fente, 2001).

2.2. Forms of Violence against Female Domestic Workers

The Human Rights Watch WRH (2014) also agreed with some types of violence raised by US Department of Justice. According to Human Right Watch, there were forms of abuse that are most of the time visible on the female domestic workers in international level. Sunil (2011) stated that the following types of violence against females are sexual, physical, or emotional abuse by nearby partners; physical or sexual abuse by family members or others; sexual harassment and abuse by authority figures/persons (such as teachers, police officers or employers).

2.2.1. Physical violence

Physical abuse is another form of abuse which is identified by Human Right Watch in which many female domestic workers are facing throughout the world without limitation in boundaries, cultural boundary and other ills. Moreover, physical abuse is most of the time happened with male employers against female domestic workers like biting, attack, throwing

from high buildings, and other which may remain in their body like a wound. It may also include physical neglect through denial of food or medication, inappropriate personal or medical care, rough handling, or confinement. Physical abuse is another form of abuse in which many female domestic workers are facing throughout the world without limitation in boundaries; cultural boundary and other else (HRW, 2014).

2.2.2. Sexual violence

One of the main types of violence domestic workers face is sexual harassment and assaults, mainly from male employers and other males in the house of their employers. These form of violence range from inappropriate touching, hugging, kissing, and to the farthest extent rape (Manseau, 2006). In this case, Human Rights Watch (2006) reports that “the continuum of sexual violence ranges from propositions, threats of rape, and groping, to repeated rape.

Most of the time female domestic workers are exposed to sexual violence by their immediate partners, male employers, relatives and/or others who are inhabitant in the home where they are working. As Human Right Watch (2014), sexual abuse is the violence that female domestic workers are challenged while they are in their workplace which results many long live problems on themselves and the wider society in general. Moreover, the consequences are multidimensional in their life like caught by sexually transmitted diseases, unwanted pregnancy, reproductive health problem and others.

2.2.3. Psychological violence

According to Human Right Watch, psychological violence unlike the physical violence, it is remains in the mind i.e. it is not visible in the body part rather its outcome revealed out of the mind by action shown by the victim. Threaten in the workplace, isolation, creating frustration, insecurity condition for their rest time, etc. which results depression, anxiety, suicide, and self-hatred. This is consistent with the finding of UNICEF (2000) which listed, among other things, stress, post-traumatic stress syndrome, depression and sleeping disorders as consequences of psychological violence.

2.3. Factors contributing for Violence against Female Domestic Workers

There are multidimensional factors which are identified by WHO (2008) & Sunil (2011) regarding the risk factors of violence against women.

2.3.1. Social factors

Social factors are generated from the larger society against women which includes male dominated society, individual factors, and factors concerning women. Male dominated society that means even though women had risen to top positions, still remains as a male dominated country, while individual factors for example limited education, a young age, lower socio-economic status, partner traits that put female at risk include alcohol or drug use, negative attitudes about female, and seeing domestic violence against female and factors concerning women are bad character, lack of understanding and sympathetic attitude towards employer's members, lack of sense of reciprocal respect. Weak community sanctions against perpetrators the society sometimes tolerated violence against female this is due to less attention to the women. Glenn (2009) state that women's low status in a society could be considered as a cause for violence against women

2.3.2. Cultural factors

These factors are accelerated from the cultural practices of the society regarding the women in that specific culture. Cultural systems that place greater value on men and their roles in society, fostering male dominance and superiority tend to be more permissive and even encouraging of male violence (Taft, B; Woodward, H, Tillman, S. and Torres, S et al. 2009). These cultures related factors that incorporate some of traditional gender norms that support male superiority and entitlement, social beliefs that tolerate or justify violence against women and customs that are accepted and practiced by the society as normal towards the women their role and status.

2.3.3. Institutional factors

These factors which includes lack of awareness of laws, no or less effort in implementation of the existing acts, bureaucracy and fear. Lack of awareness of laws means FDWs who faced violence on them are afraid to reveal because there is lack of awareness about the laws that concerned with the DWs and/or lack of initiative to make aware of their rights, no or less efforts are made to increase awareness amongst the women by the authorities posted to implement the act and bureaucracy and fear. Violence "is a pattern of behavior employed by one person in a relationship to control the other" (Yigzaw, 2005).

2.4. Consequences

Violence against female domestic workers not only affects those who are abused, but also has its own effect on family members, friends, co-workers and the community at large. Children, who are found in the home while the violence happened, grow up with some psychological problem in their mind throughout their life time. Not only this, but also teaches them that violence is a normal way of future life (Sunil, 2011). Each year, more than a million people lose their lives and many more suffer non-fatal injuries, as a result of self-inflicted, interpersonal or collective violence World Health Organization (WHO, 2002).

It was a common problem in the world as well as in our country, but the action was different from place to place. However, in most studies the analysis of domestic violence was often restricted to violence against family members like women and children (Selamawit, 2007). In doing so, many studies ignore domestic violence against non-family members who reside within the same home such as domestic workers (Getachew, 2006). However, the lower and “outsider” status given to domestic workers make them lying face down to number of abuses. It also occurs to any place regardless of the race, age, sex, religion, geographical location and affects the people of all socioeconomic backgrounds and education levels.

2.4.1. Physical health effects

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

2.4.2. Sexual and reproductive health problem

Women abuse is associated with sexually transmitted infections such as HIV/AIDS, unintended pregnancies, gynecological problems, induced abortions, and adverse pregnancy outcomes, including miscarriage, low birth weight and fetal death.

2.4.3. Mental or emotional effects

Violence and abuse increases risk of depression, posttraumatic stress disorder, sleep difficult, eating disorders, low self-esteem, frequent crying, unusual or pronounced fear responses and emotional distress. Moreover, there are some consequences reported by HRW(2010), which includes hopelessness, loss of control, anger, suicide, behavior disorders, and eating disorders are some consequences of gender based violence.

2.5. The Situation of VAFDWs in Different Perspectives

The situation has been addressed from global, African, Ethiopian as well as regional and Zonal or study area on Psychosocial Consequence of Violence against Female Domestic Workers in Different Perspectives

2.5.1. From global perspective

The ILO Domestic Workers Convention (2011) (No. 189) is a landmark instrument setting standards for the treatment of domestic workers. It affirms that domestic workers are, like other workers, entitled to the respect and protection of their fundamental principles and rights at work, and to minimum protection. The Convention lays down a framework of minimum standards regarding, among others: Promotion and protection of human rights, fundamental principles and rights at work, terms and conditions of employment, Working time and Remuneration, occupational safety and health, and Social security, groups with special risks: child domestic workers, live-in workers, migrant domestic workers, private employment agencies and dispute settlement, complaints and enforcement.

Women domestic workers outnumber men in virtually all countries, 83% of whom are women in ILO (2010) in the world. Around 70 per cent of domestic workers across Africa are women (ILO, 2013). In Africa, 13.6% of all female wage employees are domestic workers. Being an important entry point for women into the labor market, improving working conditions in the sector has broader ramifications for greater gender equality in many countries.

2.5.2. From African perspectives

Africa is the third largest employer of domestic workers, after Asia and Latin America. Domestic violence itself, however, is not a recent phenomenon in Africa, nor are struggles against it. Oyekanmi(2000) stated that an explosion of public attention paid to domestic

violence within Africa. New pressure groups have formed, new laws have been passed, and new names have been given to old kinds of violence. Some of them are from people against women abuse in South Africa, to Raising Voices in Uganda, to Women in the Law and development in Ghana. Some research conducted in South Africa is the country with the highest number of domestic workers in the region. In 2010, 1.1 million domestic workers were working for private households, with the majority concentrated in the provinces of Gauteng.

Forty-nine more than three-quarters of all domestic workers in South Africa are female, and the sector was the country's third largest employer for women in 2010, employing approximately 15.5% of all women workers. The racial distribution of domestic workers is highly uneven, with the vast majority classified as "African/black" (91 %) and the remainder as "Colored" (9 %). Although, so on the other side of the employment relationship, employers from all races hire domestic workers (Lund & Budlender, 2009).

African Development Bank (2004) argued that from the total number of the labor force employed in the civil service, the number of women is estimated about 40%. The figure of this study shows the education provision concerning women is limited and the attitude of the people/society towards girls' education still not changed or improved. In addition, the reason for dropout of female students from schools are sexual harassment from male and the tolerance for such type of violence from the society is another problem African Development Bank (ADB, 2004)

2.5.3. From Ethiopian perspectives

As in other African countries, domestic workers in Ethiopia are mostly internal migrants, who travel from rural to urban parts of the country due to of poverty, lack of education and harmful traditional practices (Selamawit, 2007). The Constitution of Federal Democratic Republic of Ethiopia FDRE (1995) acknowledges the duty of the State to protect women from the influence of harmful. For example, customary practices, stating that all laws, stereotypes, ideas and customs which oppress women or otherwise adversely affect their physical and mental well-being are prohibited. Elizabeth B, and Elsa, S(2007) found that between 15% and 71% of the partnered women had experienced some form of physical or sexual violence in their lifetime.

From this violence that women had experienced in their life time, the lowest rate was found in an urban areas and the highest rate in a rural area of Ethiopia. In Ethiopian context, the FDRE Constitution has prohibited harmful customs, laws as well as practices that cause physical and/or mental harm to women and deprive them from any social economic and political activities (FDRE Constitution Article 35). In Ethiopia, particularly in Addis Ababa, several studies have been taken in violence against female domestic workers that they have faced during their work condition, the location where they came most of the time and the place where they want to arrive when they left their original place (Elsa, 2011 and Kidist, 2012).

Another research revealed that Push and pull factors that motivate them to be domestic workers like poor family background, disintegration of family or death of one or both parents, escape from family violence, escape from unhappy and early marriage, and attraction to city life (Kifle, 2002). Not only this but also attractive feature of the cities for rural females was another factor that foster to move to the cities that they did not know before the area. However, soon after arriving to the cities, for many of these girls finding employment is hard and for many domestic works have been the gateway to the city life (Mohammed, 2010).

2.5.4. From regional and Zonal or study area perspectives

In order to protect the human and constitutional rights of violence against females domestic workers, different strategies have been done with changing the outlook of the society in regional levels by creating awareness in schools, civic and ethical education are learned by students which advocates any harmful practices towards women. Not only those that held in the schools and higher education institutions in regional levels, but also political and administrative responses were taking place. Generally, the duty of the state to protect women from influence of harmful such as, stereotypes, operations, affect their physical or mental well-being is prohibited acknowledges (FDRE, 1995).

2.6. Theories Related to Violence

This part of the study contains Psychological theory, Social learning theory, Instinct theory, Psychoanalytic feminist theory, and Radical feminist theory.

2.6.1. Psychological theories

This theory focused on personality traits and mental characteristics of the abuser. According to this theory, characteristics associated with individuals who abuse others include low self-

esteem, isolation from social support, a manipulative nature, and a desire for power and control. Such kind of people were likely unwilling to take responsibility for their action in most cases and have extreme feelings of jealousy and possessiveness, be overly dependent on the victim, and/or have certain mental or psychological disorders (Kalra, 1996).

Psychological theories focus on personality traits and mental characteristics of the offender. Personal traits include sudden bursts of anger, poor impulse control, and poor self-esteem. Various theories suggest that psychopathology and other personality disorders are factors, and that abuse observed or experienced as a child lead some people to be more violent in adulthood. Psychological profile of men who abuse their wives, arguing that they have borderline personalities that are developed early in life (Dutton and Golant, 1995).

2.6.2. Social learning theory

Many peoples in the community exercises or doing something by looking neighbors or anybody who acts a bad or a good things in his or her life . This theory of Bandura also says that people learn after observing and imitating others' behavior. The behavior continues with positive reinforcement. If one observes violent behavior, he is more likely to copy it. If there are no negative consequences (e.g. victim accepts the violence, with obedience), then the behavior is likely to continue (Bandura, 1986).If one observes violent behavior, one is more likely to imitate it. If there are no negative consequences and the victim also accepts the violence with submission; then the behavior will likely continue. Often, violence is transmitted from generation to generation in a cyclical manner (Crowell and Sugarman, 1996).

2.6.3. Instinct theories

This theory says that abusive behavior is inherited, not learned, and that the behavior pattern is common to all members of the species. Therefore scholars like Sigmund Freud humans born with the instinct to aggress and thus we need to give the chance to channel their aggression in non destructive way. An instinct is an innate drive or impulse, generally transmitted. Freud proposed that human aggression stems from an innate death instinct, Thantos, which is in opposition to a life instinct called Eros or Libido (Freud, 1990)

2.6.4. Psychoanalytic feminist theory

Psychoanalytic theory has provided tools for a number of influential feminist accounts of the acquisition of gendered subjectivities in patriarchal societies (Andermahr & Carol, 1997). This

line of feminist theory advocates that gender is not biological but based on the psycho-sexual development of individuals and it is early childhood experiences which lead men to believe themselves to be 'masculine' and women to believe themselves to be 'feminine'. Feminists in this line of thought believe that women's psyche is deeply affected by their past experiences. This theory is useful to the research at hand since it centers on the gender socialization of children which is the basis for initializing women's oppression. As a result of the socialization process, most men are trained from infancy to depend on women for the satisfaction of their basic needs for food and comfort (O'Connell, 1994).

In developing country like, Ethiopia also girls are not often allowed to go to school since it is believed that their only role in life should be for the reproduction of babies and being involved in their upbringing. It is through this type of existing gender socialization that they are not able to get the necessary education which could emancipate them from the bonds of poverty that they were usually immersed in early childhood experiences. As a result of the lack of any other possible opportunity many women migrate to the urban areas and enters the line of domestic work since it does not require any form of vocational or academic training.

2.6.5. Radical feminist theory

Radical feminism argues that patriarchy, a society built on masculinity values, must be hopelessly flawed, aggressive, hierarchical and violent (Ruth, 2001). Contempt for women, an element essential to patriarchy, results in the exploitation and abuse of women in both the private and public sphere, in sexual violence, economic exploitation, and political subordination. Radical feminists explored women's oppression both from the biological and social construction aspects and raised new issues like reproductive freedom, sexual liberation, violence against women and paving the way to creating and supporting women's culture. Their solution must be sought not in equality but in radical transformation, change at the root of society as a whole (Ollenburger & Moore, 1998).

2.7 .Conceptual Framework

From the review literature, the researcher has been attempted to develop the conceptual framework shown below. As indicated in the conceptual framework, there were factors like social, cultural and institutional factors that can influence/affect psychosocial consequences of

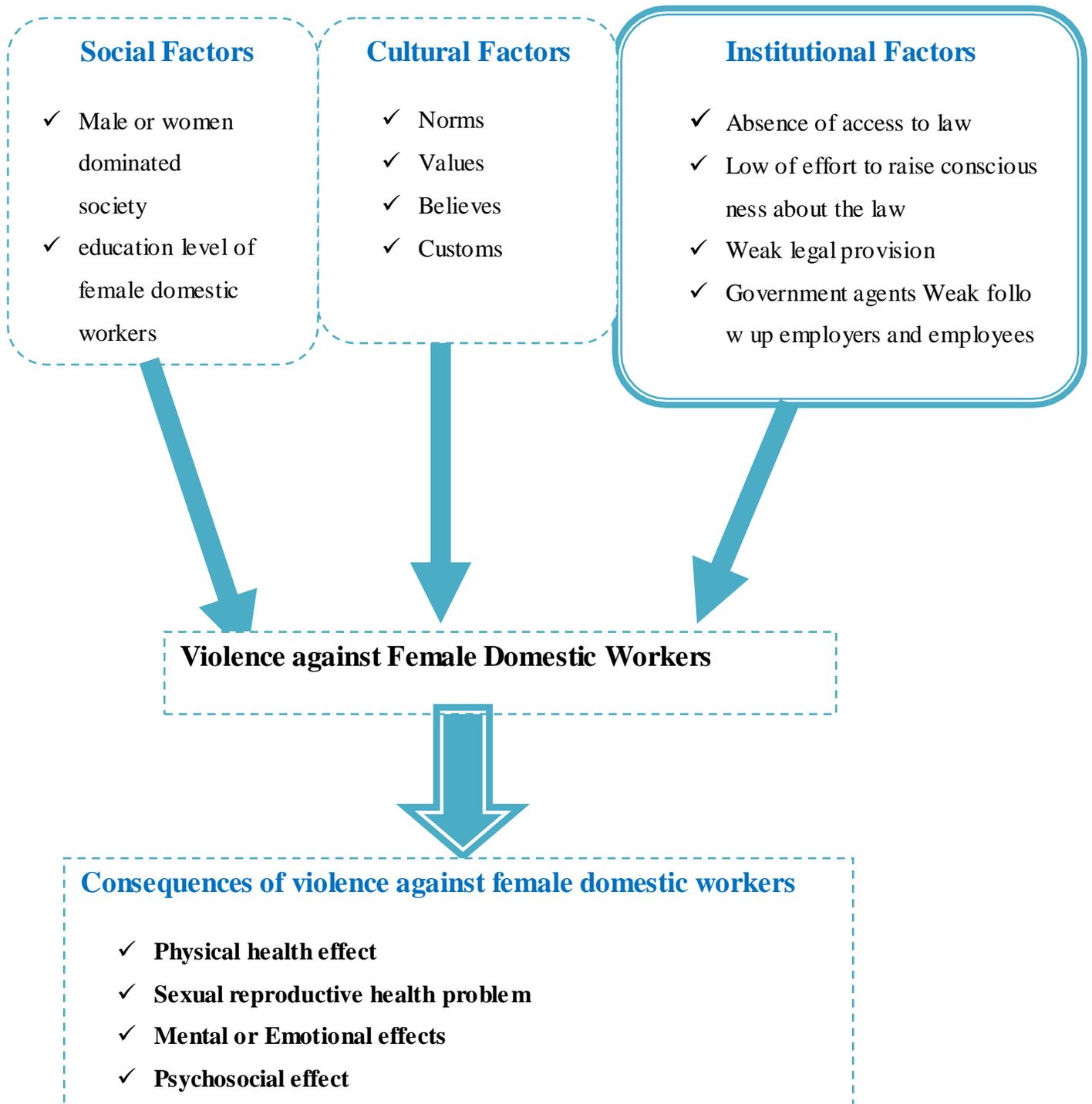
violence against FDW. The factors may affect one another directly or indirectly and that paved way on violence against female domestic workers in private houses. Regarding the social factors, there were elements that covered way this violence like existence of male dominated society where great emphasis was given for male in any concern which paved way to the violence against women, Plus the level of education of female domestic workers, the fear to report any type of violence against them that they faced in the workplace. These were the result of lack of awareness about the law, and peer pressure (Emebet, 2001).

All the above mentioned social factors have been their own contribution to the violence on female domestic workers. On the other extreme, cultural factors like norms, values, beliefs, and customs of the society have been their own contribution as stated in the conceptual framework. In this regard, the beliefs of the society towards female particularly towards female domestic workers were not changed. Many of the society, including the employers believe that the FDWs were uneducated, backward, lacks clean/self-sanitation, they did not produce anything by themselves, ignorant, and even they were not considered as human beings. An important aspect of thinking about gender inequality in this societal sense is to understand the role of social norms and social organization in situating groups into a hierarchical structure based on certain features such as gender, race or class (Ridgeway, 2014).

Concerning the institutional factors, like the social and cultural factors, have been played a crucial role in the violence on FDWs. These institutional factors, as stated in the conceptual framework, where absence of access to the law, low effort to create awareness about the law of FDWs, weak follow up from the concerned governmental organs to FDWs, and the absence of legal written agreement between employers and FDWs. In these factors, the researcher believe that the FDWs who were aware about the law, those who get advice from government institutions and those educated were less exposed to the violence than the ones who were not aware about the law.

Moreover, the FDWs who make a legal agreement with their employers were less exposed to violence than those who lack written agreement. Finally, the consequences of violence against FDWs, as a result of the above mentioned factors, were mental or emotional health problems, physical damage/attack, economic crises, social crises, sexual and reproductive health problems. In addition to verbal abuse, excessive working hours, labor abuse, low/no salary and

delinquency of salary. The researcher believes that the violence against FDWs consequences were not only for themselves rather for the family those helped by her like children if she has, parents, anyone else found beneath of her hand. Hence, the researcher has been trying to study on the issues that were mentioned under the conceptual framework in the selected area.



Source: summary of review literature

3. RESEARCH DESIGN AND METHODOLOGY

In this part research design, description of the study area, sources of data, population, sample size and sampling techniques were employed in the study. In addition, data gathering tools, data collection procedure, method of data analysis and ethical consideration were addressed respectively.

3.1. Research Design

This study was employed descriptive survey design, because it helps to describe the feeling or the characteristics of FDWs violence in the study area. It also helps to draw lessons from female domestic workers actual life experiences from the study area. Both quantitative and qualitative research was employed to answer the stated research questions. In order to meet the objective of the study and to ensure all female domestic workers representativeness, a stratified random sampling technique was employed in the study.

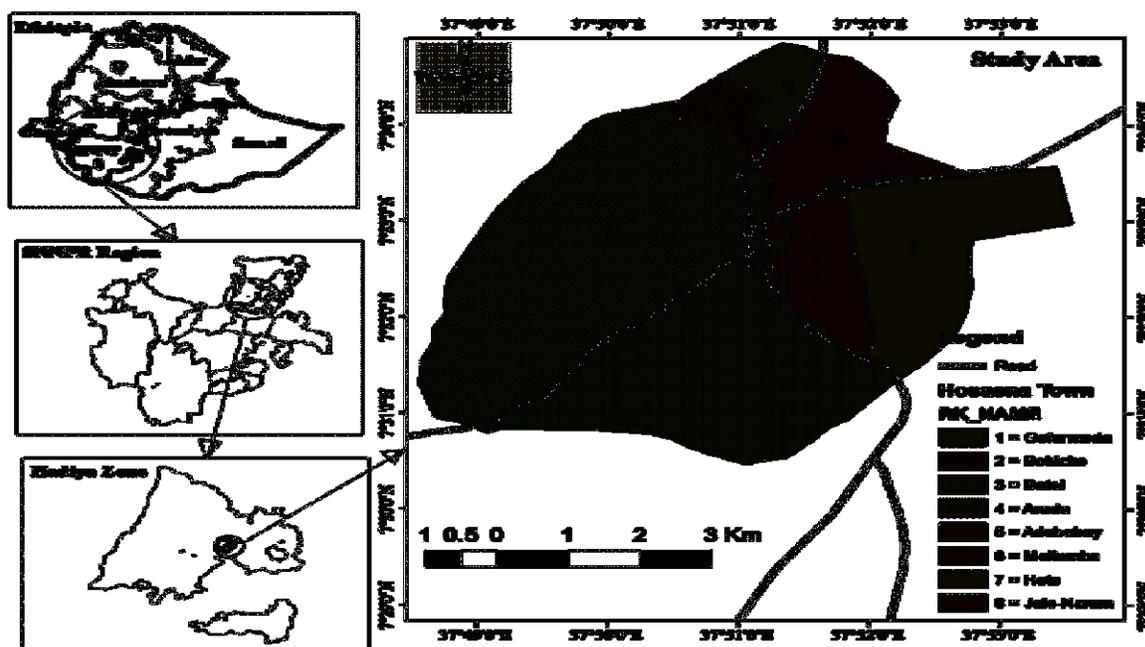
3.2. Description of the Study Area

The study was conducted in Hadiya Zone, Hossana Town, SNNPR. In Hadiya zone, Hossana town there was three sub-cities which are Sech Duna sub-city, Gofar Meda sub-city and Addis ketema sub-city. In Sech Dun sub city, there are three kebele's that is sech Duna kebele, Beteal kebele, and Arada kebele. In Gofar Meda sub-city, there are also three kebeles that is Heto kebele, Bobicho kebele, and Narama kebele. In Addis Ketema sub-city, there are two kebeles that is Lichamba kebele and Meliamba kebele's. In Hosanna town more than 85,000 residents are estimated to live in a total area of 3, 850.2 square kilometers. The town is located Southwest of Addis Ababa, 232km away via Alemgena-Butajira route; 280km from via Wolkite route, and 305km via Ziway and 168km away from Hawassa (the capital of SNNPR) via Halaba-Angeca and 203km via Halaba.

The topographic feature of the town is both plain and plateau lands, and this was contributed to its natural scenery. The absolute geographic location of Hosanna is 7° 33" North latitude and 37° 5" East longitudes with an elevation of 2177 meters above sea level (Atlas of the World, 2009). In addition, the socioeconomic activities of the study area, where a newly

developed, relatively middle and upper class residential have been lived and was dominated mother tongue Hadiyisa spoken language in the study area. The majority of the inhabitants were Protestants, with 65.74% of the population reporting that belief, 24.6% practiced Ethiopian Orthodox Christianity, 6.57% were Muslim, and 1.99% was Catholic.

Figure 1. Description of the study area



Source: Hadiya Zone (Hossana Town Finance and Economic Development Office, 2014).

3.3. Sources of Data

Both primary and secondary data sources were used to collect data in this research.

3.3.1. Primary source of data

Primary sources of data were collected from female domestic workers by using questionnaires in the study area. In addition, it also collected from both FDWs and key informants by using in-depth interviews to achieve an intended objective in the study area.

3.3.2. Secondary sources of data

To supplement the primary data, secondary sources of information was collected from recorded files of FDWs in the offices of key informants and statistics office of Hossana town as well as a Hadiya Zone Statistics Agency.

3.4. Population, Sample Size and Sampling Techniques

The target populations of the study were female domestic workers in Hadiya Zone, Hossana Town. The total populations were estimated to be 140 (Hossana Town LSA office, 2013). In order to meet the objectives and to ensure all female domestic workers representativeness the researcher was employed a stratified random sampling technique in this study. The researcher was first stratified the study area into three sites, then he independently selects a random sample from each stratum in the selected sites to facilitate the sampling process depending on FDWs years of experiences to ensure proper representation. The number of domestic workers who have more than two years experiences was participated in the study sites during the data collection period with help of brokers.

Thus, all DWs who agreed to participate in the study upon the request of the researcher during the data collection period was included who sending to and receiving employers' children from school in the study area. The respondents selected from three sites were represented as follows. First, vision school site: this was one of the famous private schools in the Hossana town, since many employers' children were attending at this school. This school was included from kindergarten to grade eight which was located in the center of the town where many DWs regularly come accompanying the young children of their employers. By waiting DWs at the main gate of the school in the mornings and leaving time of the data collection period and approaching them by brokers personally and asking for their cooperation to participate in the study. In this vision site, 38 willing DWs were participated in the study area.

Second, Berhan Chora Academy school site, which was another private school that was found on Gofar Meda sub-city site. On this site, 28 willing domestic workers were participated during the questionnaires filling session in the study with the help of brokers. Many come with accompanying the young children of their employers' morning and afternoon sessions. Third, France Academy School Site: From this Academy school site, 27 willing domestic workers were participated in filling questionnaires with the help of a broker. In addition, from night classes, attending 11 female domestic workers were participated in the selected sites in the study area.

Table 1. Summary of sample size and sampling techniques

No	Name of sites in the study area	Number of FDW (population)	Number of Sample domestic workers	Sampling techniques
1	Vision School site	51	38	Stratified random sampling techniques
2	Berhan Chora School site	38	28	Stratified random sampling techniques
3	FA School site	36	27	Stratified random sampling techniques
4	From night class attending FDW	15	11	Stratified random sampling techniques
Total		140	104	

Source: From field survey, 2017

For this study, sampling error prevalence value that the researcher estimated is 0.05, which was taken to ensure the sample size large enough to satisfy the precision and confidence constraints. By taking this into consideration, the sample size for single population is calculated based on the 5% sampling error by using a formula stated. In estimating the sample size (n), the total population are 140 (Hossana town LSA office, 2013), and 0.05 error prevalence, was used to determine sample size.

Actually, it is difficult to get exact number of female domestic workers because they were not well recorded in the concerned offices. As a result, the sample size was determined using Guilford and Benjamin (1973) (as cited in Ibidunni, 2011, p.85) with 95% confidence level at 5% error tolerance and a fundamental statistics in psychology and education formula for estimating sample size: $n = N / (1 + N(e)^2)$ Where: n = sample, N =140 total population female domestic workers, e = is assumed to be tolerable error 0.05 at confidence level of 95%. For the purpose of quantitative data, a total of 104 female domestic workers were participated in the study.

A non-probability sampling technique which was the purposive sampling technique was used for qualitative research in the study. The researcher also employed semi-structured questionnaires to hold interviews with 4 key informants in the study area. In another way, the key informants were one of the Labor and Social Affairs office unite (LSAO), one for Women Affairs office (WAO) and two brokers in the study area. In addition, there were 4 female domestic workers were participated in interview session who have more than two years' experiences as domestic work. In this study the total respondents for all prepared tools were 112 respondents for quantitative and qualitative data through the study.

3.5. Data Gathering Tools

The following instruments were used to collect relevant information for the research. The study intensively used questionnaires and interview in the study area.

3.5.1. Questionnaire

Questionnaires tools were developed depending on the research objective from the literature and referring different supportive previous research works during the preparation period. The quantitative part of the questionnaire was close ended and the qualitative part of the questionnaire was open ended. The quantitative questionnaire was filled by 104 female domestic workers and the entire questionnaires were filled and returned for researcher. The questionnaire has two parts: the first section contains the background information of the respondents like age, educational background, way of employing in domestic work and place of residence of female domestic workers. The second section contained questions related to the psychosocial consequences of VAFDWs in Hossana town. The quantifiable data were gathered by using questionnaire to achieve the objective of the research questions.

They questionnaires were administered for female domestic workers in three sites that is vision school, Berhan Chora academic school and France Academy school sites. The survey questionnaire was distributed and collected from female domestic workers who had more than two years' experiences. The following alpha values were generated for the subscales used to measure the psychosocial consequences of violence against FDWs in the town. Furthermore those subscales(1= never, 2= rarely, 3= sometimes 4= often, and 5= always) used to measure psychosocial consequences of violence against female domestic workers were constructed

based on researcher's judgment and evaluation and by investigating existing body of knowledge.

Table 2. Measurement of Cronbach's Alpha

Measurement of Items	No. of Items	Cronbach's Alpha
Status of VAFDWs	2	0.893
Psychological violence	9	0.915
Physical Violence	8	0.705
Sexual Violence	8	0.835
Factors Contributing for VAFDWs	4	0.709
Consequences of VAFDWs	4	0.874

Based on the reliability analysis, it was found that the psychological violence against FDWs had excellent reliability Cronbach's alpha value since 0.915. In addition, status of violence, sexual violence, and consequences of violence against FDWs had good reliability Cronbach's alpha value since 0.893, 0.835 and 0.874 respectively. In other hand, physical violence and factors contributing for violence against FDWs had acceptable reliability Cronbach's alpha value since 0.705 and 0.709 respectively. As result, all of the constructs was above the acceptable reliability scale and a total of thirty five items were retained for six constructs in the study. The above Cronbach's alpha was calculated for the six subscales had 0.822 used to measure psychosocial consequence of violence against FDWs from acceptable to excellent.

The data was gathered with structured questionnaires from female domestic workers in the selected sites by the help of enumerators (brokers). In order to achieve the stated objective, item of the questionnaires were developed using simple and clear words that are appropriate and help domestic workers respond to the questions with understanding. The questionnaire was prepared in English and translated into Amharic which was the common working language for people in the study area. The question sequence was followed logical steps, from one to the next and the developed questions were administered with the help of two data collectors (brokers).

In addition, the questionnaire was non-self-administered in circumstances where the participants could not read or write Amharic. In this case, data collectors may help them reading the questionnaire and translated into Hadiyisa. The questionnaire was prepared in such

a way that it asked the respondents to state their feelings on the issues of the psychosocial consequences of violence against female domestic workers in Hadiya Zone, Hossana town. Totally, 104 female domestic workers were participated in the selected sites. In this study, the 5 point (1 =Never, 2 = Rarely, 3= Sometimes, 4 = Often, 5= Always) scale has been employed.

3.5.2. Interview guide

Unlike the questionnaire, it was used supplementary instrument in the process of data collection. A good rapport was made by the respondents and the discussion was conducted before administration of the questionnaires. It was held with 4 FDWs who have more than two years experience as domestic work. Purposefully, key informants it was held with 2 brokers, 1 representative of LSAO, and 1 also representative of WAO were participated in the study area. The questionnaires were administered for FDWs and key informants 11 and 7 respectively in the study area.

The researcher was used note taking books and pen while interviewing session and was gave for each interviewer 10-15 minutes. In addition, follow-up questions were raised for further explanation and in order to elicit the participants' complete knowledge and experience related to the research topic. All interviews were audio taped and video recorded with digital camera for transcription, and each interview was terminated when the data started to repeat itself. At the end of each interview, the researcher made sure that the recorded interviews were audible.

3.5.3. Document review

It helps to supplement the primary data, detail information were collected from WAO, SLA office, the statistics office of Hossana town as well as Hadiya Zone Statistics Agency document review was used in the study area.

3.6. Data Collection Procedure

Based on the basic research questions, questionnaires and interviews were designed to collect the data. The questionnaires and interviews were developed for the respondents in the study area and pilot test was used, to minimize the flaws that might prevail in the construction of the instrument. The researcher showed the draft questionnaire to colleagues working in the department of psychology at Wachamo University who has more experiences of teaching in

the department. Before distribution, rapport was established and clarification of the objectives of the study was made.

They were told that provision of responses for questionnaire does not harm them or provide them to benefit. Moreover, they were ascertained that their response was kept confidential. Sufficient time was given to the subjects to contemplate on the implication of the item and provide accurate information. Questionnaires were administered to non-sample respondents of 10 FDWs out of the sampled domestic workers clearly of some value to have the test appear to be valid. All the items were developed to address the stated objective under investigation had made to maintain validity and reliability of the instruments. 104 questionnaires were administered to the subjects at vision school, Berhan Chora academic school and France Academy school sites in the study area.

The questionnaires were filled by female domestic workers who return children into school at morning and night time after the class ended. The administration of the questionnaire was done with the help of enumerators in different days. Moreover, appropriate time was selected and the situation was arranged so as to avoid hurried response and make close supervision while completing the questionnaire. With regard to questionnaires 104 copies of questionnaire were distributed and all questionnaires were filled and returned.

After completing the process of questionnaires, in-depth interview was also conducted with female domestic workers, who have more than two years experience as domestic work. The interview guide was employed for key informants like, representatives of WAO, LSAO and brokers in the study. All interviews were audio taped for transcription, and each interview was terminated when the data started to repeat itself. At the end of each interview, the researcher made sure that the recorded interviews were audible.

3.7. Method of Data Analysis

The collected data were edited to omit as well as correct technical errors in the study. Research, particularly when about human beings, often combines the examination of both qualitative and quantitative data (Nicholas, 2011). Quantitative data provides precise summaries and comparison while the qualitative data provided general elaborations, explanations, meanings and relatively new ideas. Taking all these into account, multiple

approaches which combined both quantitative and qualitative methods were employed in the study. The reason behind using quantitative data was to indicate the extent to which the psychosocial consequences of violence against female domestic workers quantifiable in the study area.

In addition, the collected questionnaires were coded and analyzed through the Statistical Package for Social Science (SPSS) version 20 software windows and the data gathered through questionnaires that were analyzed by using descriptive statistics like mean, weighted mean, standard deviation and inferential statistics like, one way ANOVA Analysis by using demographic characteristics of respondents. The response of interview from key informants also interpreted and narrated by words. Finally, the result obtained were summarized, concluded and recommended depending on the finding of the results.

3.8. Ethical Considerations

The researcher established a strong rapport with female domestic workers during the data gathering session. Hence, human research must be conducted with ethical approval. In order to make the study ethical, the researcher was ensured the fieldwork as well as the right up phase of the research. Informed consent prior to interview the respondents was clearly informed above the objective, planned activity, and benefits associated with their participation. Hence, with regard to confidentiality, maximum effort needs to be made to protect the privacy of respondents. Names, photos and other profile of respondents' were not reported in the absence of their consent.

4. RESULTS AND DISCUSSION

This chapter was concerned with the presentation and the analysis of the data gathered from questionnaires and interview to answer the main objective of the study. With regard to questionnaires 104 copies of questionnaires were distributed and all questionnaires were filled and returned. The data were analyzed in accordance with the research questions.

4.1. Respondents Characteristics

The demographic characteristics of the respondents were presented as the following table.

Table 3. Demographic characteristics of respondents

AGE	Frequency	Percentage
19-23years	20	19.2
23-27years	63	60.6
27-31years	17	16.3
31-35years	4	3.8
Total	104	100.0

Education Level	Frequency	Percentage
Illiterate	46	44.2
Primary first cycle(1-4)	32	30.8
Primary second cycle (5-8)	23	22.1
High school (9-12)	3	2.9
Total	104	100.0

Current place of residence	Frequency	Percentage
Sech Duna sub-city	41	39.4
Addis ketema sub-city	31	29.8
Gofar Meda sub-city	32	30.8
Total	104	100.0

Way of employ in domestic work	Frequency	Percentage
By parents	47	45.2
By friends	36	34.2
By Brokers	21	20.2
Total	104	100.0

Table 3 item 1, indicates that 20 (19.2%) of the respondents were within 19-23 years of age and 63(60.6%) of the respondent were within the age range of 23-27years of age level in the study area. The remaining, 17(16.3%) and 4(3.8%) of the respondents were between 27-

31years and 31-35 years of age respectively. As shown in the same table 3 item 2, shows that majority 46(44.2%) of the respondents were illiterate, and 32(30.8%) of the respondents had Primary first cycle (1-4).On the other hand, 23(22.1%) of the informants had Primary second cycle (5-8). The remaining 3(2.9%) of the informants had only High school (9-12).From the education level, the data it confirms the gap of education level within FDWs in the study area. Literature also indicates low educational status has its own impact in the occurrence of female domestic workers.

With regard to current place of residence, in the same table 3 item 3, indicates that 41(39.4%) of the respondents were Sech Duna sub-city site and 31(29.8%) of the respondents were Addis ketema sub-city site. The remaining 32(30.8%) of the respondents were Gofar Meda sub-city site. Within the same table 3 item 4, way of employing in domestic work, majority 47(45.2%) of the respondents were employed by parents and 36(34.2%) of the respondents by friends. The remaining 21(20.2%) of the respondents were employed by brokers. This implies that FDWs getting domestic work by parents and friends were riskier than by brokers, because there was no agreement that was made and properly addresses were not recorded about the females (Mohammed, 2010).The majorities of domestic workers were women and girls, and were often poor and less educated, then the vulnerability of female domestic workers were further complicated with the far distance of their work place from their families and friends (BCHR, 2008; Mulugeta, 2012).

4.2. Status of Violence against FDWs in Hadiya Zone, Hossana Town

In this study, respondents were responded questionnaire to indicate the status of violence against female domestic workers in the study area. In this part of the analysis the status of violence against female domestic workers in Hadiya Zone Hossana were presented as follows. According to Anthony (2011) Mean is the sum of values divided by the number of values. In this case, the mean is generated from SPSS version 20 for each variable. Besides, in this study the scale number 1 is given to never, 2 is given to rarely, 3 is given to sometimes, 4 is given to often, and number 5 is given to all the time. So that, when the mean response between 1.00-1.50 is never, 1.50- 2.50 is rarely, 2.50-3.50 is sometimes, 3.50-4.50 is often and 4.50-5.00 is always.

Thus, the same is true in the types of violence experienced by female domestic workers, factors contributing for violence against female domestic workers and Consequence of violence against female domestic workers for the responses in the Likert type tables. Here the status of the violence against female domestic workers was asked respondents and the researcher has come up with the results of the respondents.

Table 4. Status of violence against FDWs in Hadiya Zone, Hossana Town

Descriptive Statistics				Summary of one way ANOVA				
Item	GM	SD	SV	SS	df	MS	F	Sign
Faced violence by employers	3.83	1.361	Between groups	38.129	3	12.710	8.320	0.000
			Within Groups	152.756	100	1.528		
			Total	190.885	103			
Faced violence By brokers	3.47	1.513	Between groups	71.491	3	23.830	14.493	0.000
			Within groups	164.422	100	1.644		
			Total	235.913	103			

The data summarized in table 4 clearly reveals that the calculated mean score of the respondents on status of violence respectively were 3.83 and 3.47. This shows that most of the respondents often faced violence by employers and sometimes also faced by brokers in the study area. Furthermore, the obtained standard deviations from the faced violence by employers and faced violence by brokers were 1.361 and 1.513 respectively were showed that there was a little dispersion among violence faced by employers and brokers.

From one way ANOVA Analysis, the computed F-ratio at $\alpha= 0.05$, $F(3,100)=8.320$ which was much greater than the critical region at $\alpha= 0.05$, $F(3,100)=2.70$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced violence by employers in their respected institutions, $F(3, 100) = 8.32$, $p<0.05$, one tailed. In addition, in the case of violence faced by brokers, the computed F-ratio at $\alpha= 0.05$, $F(3,100) =14.493$ which was much greater than the critical region at $\alpha= 0.05$, $F(3,100)= 2.70$. Therefore, it can be concluded that there was statistically a significant mean

difference between female domestic workers who have faced violence by brokers in their respected institutions, $F(3, 100) = 14.493$, $p < 0.05$, one tailed.

3.4. Types of Violence Experienced on Female Domestic Workers

In this study, respondents were responded questionnaire to indicate three types of violence that are psychological, physical and sexual which experienced on female domestic workers in the study area. In this part of the analysis, psychological, physical and sexual types of violence would be presented respectively.

4.3.1. Psychological violence

Female domestic workers experienced the following major psychological types of violence in Hadiya Zone, Hossana town. Under this there are nine variables were presented at the following table.

Table 5. Psychological violence experienced on FDWs

Item	Descriptive Statistics			Summary of one way ANOVA				
	GM	SD	SV	SS	df	MS	F	Sign
Shouted or yelled at you	4.46	0.835	Between groups	6.413	3	2.138	3.267	0.024
			Within Groups	65.433	100	0.654		
			Total	71.846	103			
Insulted you and get angry about small things	4.46	0.913	Between groups	38.817	3	12.939	27.513	0.000
			Within groups	47.029	100	0.470		
			Total	85.846	103			
Deliberately said something to hurt you	4.02	1.149	Between groups	68.216	3	22.739	33.564	0.000
			Within Groups	67.746	100	0.677		
			Total	135.962	103			
Tell you to disappear from his/her face	4.53	0.836	Between groups	8.063	3	2.688	4.209	0.008
			Within groups	63.851	100	0.639		
			Total	71.913	103			
Creating frustration	4.03	1.218	Between groups	20.230	3	6.743	5.082	0.003
			Within Groups	132.683	100	1.327		
			Total	152.913	103			
Belittled or Humiliated you in front of other people.	4.15	1.55	Between groups	20.552	3	6.851	3.018	0.033
			Within groups	226.987	100	2.270		
			Total	247.538	103			
Accused you of cheating	1.63	0.838	Between groups	2.626	3	0.875	1.255	0.294
			Within Groups	69.749	100	0.697		
			Total	72.375	103			
Act jealous when you spend time with friends	4.28	1.038	Between groups	20.367	3	6.789	7.498	0.000
			Within groups	90.546	100	0.905		
			Total	110.913	103			
Control how you spend your money or refuse to give you money	4.29	0.952	Between groups	13.687	3	4.562	5.727	0.001
			Within Groups	65.433	100	0.654		
			Total	71.846	103			

Item 1 of table 5 indicates that, most of the female domestic workers were responded often the employers shouted or yelled in the workplaces. This also indicates that, majority of the

employers in private houses shouted or yelled on FDWs with the mean score of 4.46 and standard deviation of 0.835. In the same table 5 item 2 shows that, majority of the respondents were responded often. These means most of the employers often insulted and get angry about small things with the mean score 4.46 and standard deviation 0.913. Item 3 in the same table 5 indicates that majority of the respondents were responded often faced violence. This means the majority of the respondents responded that the employers in the workplaces deliberately said something to hurt with the mean score 4.02 and standard deviation 1.149.

Item 4 table 5 represents, majority female domestic workers responded that, the employers in private houses always tell to disappear from his/her face. This means majority of the employers always tell to disappear from his/her face with mean score 4.53 and standard deviation 0.836. Item 5 in the same table 5 indicates that, majority of the respondents were responded often. This means most of the employers in the workplaces often creating frustration with mean score 4.03 and standard deviation of 1.218. Item 6 in table 5, represents that majority of female domestic workers responded that often. This means the majority of the employers often belittled or humiliated FDWs in front of other people with mean score 4.15 and standard deviation 1.55.

Item 7 in table 5 indicates that, majority of respondents were responded rarely accused of cheating. This means, the majority of the employers rarely accused female domestic workers of cheating in the workplaces with mean score 1.63 and standard deviation 0.838. Item 8 in table 5, indicates that majority of the female domestic workers responded often. This means, the majority of the employers often act jealous when FDWs spend time with friends mean score 4.28 and standard deviation 1.038. Item 9 in table 5, indicates that the majority of the respondents were responded often. This means most of the employers often control how FDWs spend money or refuse to give money with mean score 4.29 and standard deviation 0.952 in private houses.

From one way of ANOVA Analysis in the same table 5, indicates that the computed F-ratio at $\alpha=0.05$, $F(3,100) = 3.267$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100)= 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced shouted or yelled by employers in their

private houses, $F(3, 100) = 3.267$, $p < 0.05$, one tailed. Item 2 in the same table 5 indicates the one way ANOVA Analysis, the computed F-ratio at $\alpha = 0.05$, $F(3, 100) = 27.513$ which was much greater than the critical region at $\alpha = 0.05$, $F(3, 100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between employers insulted and get angry about small things on female domestic workers in private houses $(3, 100) = 27.513$, $p < 0.05$, one tailed.

Item 3 in the same table 5 indicates that the one way ANOVA Analysis, the computed F-ratio at $\alpha = 0.05$, $F(3, 100) = 33.564$ which was much greater than the critical region at $\alpha = 0.05$, $F(3, 100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between employers deliberately said something to hurt female domestic workers in private houses, $F(3, 100) = 33.564$, $p < 0.05$, one tailed. In the same table 5 for psychological type of violence that means tell you to disappear from his/her face, one way ANOVA Analysis, the computed F-ratio at $\alpha = 0.05$, $F(3, 100) = 4.209$ which was greater than the critical region at $\alpha = 0.05$, $F(3, 100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced tell to disappear from his/her face by employers in private houses, $F(3, 100) = 4.209$, $p < 0.05$, one tailed.

Regarding creating frustration in table 5, from one way ANOVA Analysis, the computed F-ratio at $\alpha = 0.05$, $F(3, 100) = 5.082$ which was greater than the critical region at $\alpha = 0.05$, $F(3, 100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced creating frustration by employers in private houses, $F(3, 100) = 5.082$, $p < 0.05$, one tailed. In terms of belittled or humiliated you in front of other people in the above table 5, from one way ANOVA Analysis, the computed F-ratio at $\alpha = 0.05$, $F(3, 100) = 3.018$ which was greater than the critical region at $\alpha = 0.05$, $F(3, 100) = 2.70$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced belittled or humiliated in front of other people by employers in private houses, $F(3, 100) = 3.018$, $p < 0.05$, one tailed.

On the contrary, the computed F at $\alpha = 0.05$, $F(3, 100) = 1.255$ was less than the critical region at $\alpha = 0.05$, $F(3, 100) = 2.7$. Therefore, it was found that there was no statistically a significant

mean differences on accused of cheating female domestic workers by employers in private houses $F(3, 100)=1.255$, $p>0.05$, one tailed. In the above table 5, for psychological type of violence that means, act jealous when you spend time with friends, from one way ANOVA Analysis, the computed F-ratio at $\alpha= 0.05$, $F(3,100) =7.498$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100)=2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced act jealous when they spend time with friends by employers in private houses, $F(3, 100)=7.498$, $p<0.05$, one tailed.

In the same table 5, psychological types of violence that means control how you spend your money or refuse to give you money, from one way ANOVA Analysis, the computed F-ratio at $\alpha= 0.05$, $F(3,100) =5.727$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100)= 2.70$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced control how they spend their money or refuse to give their money by employers in private houses, $F(3, 100)=5.72$, $p<0.05$, one tailed. To support of this finding, the result of the interview obtained from a female domestic worker about the psychological violence of females who come from Sech-Duna-sub-city responded as:

“My employer (woman) always shouted or yelled at me when unfortunately the glass, cup or something is broken while in my work. In addition created frustration, for example, she said stupid, dull, I am paying you not destroy my materials, saying to you is like pouring water on stone. Because of her undermining her children also call me like she hurt me like a housemaid. Finally, I left her home.”

In line with this, from female domestic workers one in-depth interview respondent from Addis Ketema sub-city responded that:

“My employer(woman) gets angry about small things are happen her home, for example, ‘she says’, you are illiterate, you do not know how to prepare food and ‘wat’ simply am paying money and tell me to disappear from her face, but she didn’t give me a monthly salary.”

In line with this, from female domestic workers one in-depth interview respondent from Gofer Meda sub-city responded that:

“It has been five months I am struggling to get my salary of seven months from a household I have worked for 3 years. I was asked the women to pay me salary before she dismissed me. She always told me she will pay me in sum and it was better for me if the money is saved with her. I believed her and kept silent thereafter. However, after eight months she dismissed me with no reason and she was unwilling to pay all my salary. Finally she says; tell me to disappear from her face.”

The researcher also interviewed LSA office unite in the Hadiya Zone, Hossana Town was one of the main actors in the employment process of female domestic workers. Based on interview session with LSA office representative responded that:

“The legal ground for female domestic workers in other parts of the world was emanated from the country’s constitution, which gives citizens a right to work in any house without violence. The LSA office representative added that the institution had role give training for Brokers, to make follow up, to receive complaints of female domestic workers and to urge for the solution to the complaint. The interviewee also said though LSA office set data base evidence in the town which shows female domestic workers figures and conditions of broker- employer relation, a wide gap existed in the institution. As he explained the applicability problem of the standard employment agreement may be first due to the workers’ lack of awareness about their rights in the standard and it may also be due to the powerlessness of the standard employment agreement to protect domestic workers from violence.”

The researcher also interviewed WAO in the Hadiya Zone; Hossana Town was one of the main actors to reduce female domestic workers violence. Based on interview session with WAO representative responded that:

“Our office, receive different complains of female domestic workers and asked them when complain arises, then the employers will request our office to explain the case by help of brokers. The case was, the employer did not give their monthly salary and without reason disappear from her home. Finally, we negotiate both parties to resolve issues peacefully. In addition, he has said since LSA office, and brokers had not enough links with WAO concerning the Hadiya Zone, Hossana town female domestic workers, and did not have recent database and it may not know how many female domestic workers had employed in private houses.”

The researcher also interviewed two brokers; one was woman in Hossana town. There is one of the main actors to employee female domestic workers in legal way in the town. Based on interview session with brokers responded that:

“One Broker from Sech Duna sub-city, whom I interviewed, however read the restriction of cell phones by employers differently. They explained that employers fear that domestic workers by using cell phones may make arrangements to steal expensive materials and runaway or they may give information to some other person to do the same and that such experiences had happened to some employers.

In addition, they may have some problems which related with in work, but if the problem is too difficult, they will inform for us and resolve with the employers. For example, one domestic worker who came from Duna Woreda, the employer, not paid two months of her salary and disappears from his home, which confused with his wife. Then, I heard the information from her and we immediately go up to him and discuss an issue finally, I resolve her problem according to agreement. In other hand, the interviewee said, the WAO, and LSA office had not given us capacity building training in the town. Finally, he said, for the future we fellow database recorded evidence for both offices and concerned body.”

Another woman Broker from Gofar Meda sub-city she responded that:

“One female domestic worker employed for 250 Ethiopian Birr with agreement from my office, then after three months she asked her money to go to her family to celebrate holly day with family. The employer, not allowed to give her money, and she said you will find your money at the end of the year otherwise you can leave my home. The FDW come and told me the situation, I call cell phone to her and communicate with me. Finally, she found her money without influence and left her house. She also said like above broker they had no incorporated collaboration between WAO and LSA office, but sometimes they will join us unfortunately.”

To support of this finding, by Getachew(2006) as cited kidist (2012) Vulnerability, Legal Protection and Work Conditions of Domestic Workers in Addis Ababa, states that the main perpetrators for psychological violence was verbal abuse according to domestic workers were women employers. This implies many of the domestic workers indicated that, they have been belittled, nagged, threaten or humiliated by (wives) than male employers.

According to Human Right Watch, psychological violence unlike the physical violence, it is remains in the mind i.e. it is not visible in the body part rather its outcome revealed out of the mind by action shown by the victim. Women who are psychologically (emotionally) abused are at high risk for experiencing physical violence (Suderman, 1991). Findings of this study indicate that the most common forms of psychological violence are shouted or yelled, insulted and get angry about small things, deliberately said something to hurt, tell to disappear from his/her face, creating frustration, belittled or humiliated in front of other people, act jealous when spend time with friends, and control how spend money or refuse to give money in the study area.

4.3.2. Physical violence

They following are the major types of physical violence which experienced on female domestic workers in Hadiya Zone, Hossana town. Under this there are eight variables were presented as follows.

Table 6. Physical violence experienced on FDWs

Item	Descriptive Statistics		Summary of one way ANOVA					
	GM	SD	SV	SS	df	MS	F	Sign
Throw something that could hurt you.	1.38	0.896	Between groups	5.987	3	1.996	2.604	0.056
			Within Groups	76.629	100	.766		
			Total	82.615	103			
Slapped at you.	4.36	0.954	Between groups	15.291	3	5.097	6.489	0.000
			Within groups	78.546	100	.785		
			Total	93.837	103			
Kicked or beat at you.	1.54	1.051	Between groups	6.826	3	2.275	2.126	0.102
			Within groups	107.020	100	1.070		
			Total	113.846	103			
Slammed you against wall.	4.36	0.985	Between groups	15.291	3	5.097	6.028	0.001
			Within groups	84.546	100			
			Total	99.837	103	.845		
The employer becomes violent after alcohol or drug use.	1.42	0.889	Between groups	5.565	3	1.855	2.446	0.068
			Within Groups	75.820	100	.758		
			Total	81.385	103			
Hit you with a fist or with something else.	1.70	1.148	Between groups	9.250	3	3.083	2.437	0.069
			Within groups	126.510	100	1.265		
			Total	135.760	103			
Pushed or shoved you.	4.65	0.734	Between groups	7.033	3	2.344	4.833	0.003
			Within Groups	48.506	100	.485		
			Total	55.538	103			
Twisted your arm or hair.	1.20	0.597	Between groups	2.159	3	.720	2.080	0.108
			Within groups	34.601	100	.346		
			Total	36.760	103			

Item 1 in the above table 6, indicates that majority of the respondents were responded never. This means most of the employers never throw something that could hurt female domestic workers with mean score 1.38 and standard deviation 0.896 in private houses. Item 2 in table

6, represents that the majority female domestic workers were responded often. This means the majority of the employers often slapped at female domestic workers with mean score 4.36 and standard deviation 0.954 in workplaces.

Item 3 in table 6, indicates that majority of the respondents were responded never. That means majority employers never kicked or beat at female domestic workers with mean score 1.54 and standard deviation 1.051. Item 4 in the same table 6, shows that majority of the respondents were responded often. This means most of the employers often slammed female domestic workers against the wall with mean score 4.36 and standard deviation 0.985. Accordingly, the interview conducted with female domestic workers more than two years experiences, most of them have proven that:

“Suddenly, in private house glasses, cups or what else was broken the women employers slammed us against the wall. Most of the interviewer that is female domestic workers they have the same idea forwarded about physical types of violence.”

Item 5 table 6 shows that, majority female domestic workers in the study area responded that never. This means most of the employers never become violent after alcohol or drug use with mean score 1.42 and standard deviation 0.889 in private houses. Item 6 in table 6, indicates that majority of the respondents were responded rarely. This means most of the employers rarely hit female domestic workers with a fist or with something else with mean score 1.70 and standard deviation 1.148. Item 7 in table 6 represents that, majority female domestic workers were responded always pushed or shoved. This means majority employers always pushed or shoved female domestic workers with mean score 4.65 and standard deviation 0.734 in private houses. In line with this, from female domestic workers who have more than two years experiences conducted in-depth interview most of them have proven that.

“Most of the respondents said that we are becoming tired and sit down and watching TV programmes, she comes and push us with a lot of insult and she should not bother us anymore. She wanted to do something at that time and she said I paid you money do not sit and watch TV my home and most of the time the women employers pushed or shoved us if both wife and husband’s loss agreement in their home.”

Item 8 in the same table 6, indicates that majority of the respondents were responded never. This means most of the employers never twisted female domestic workers arm or hair with mean score 1.20 and standard deviation 0.597.

From one way ANOVA Analysis, in the same table 6 the computed mean F-ratio $\alpha= 0.05$, $F(3,100) = 2.604$ was less than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it was found that there was no statistically a significant mean differences between FDWs who have faced through something that could hurt by employers in private houses $F(3, 100)= 2.604$, $p>0.05$, one tailed. In the other hand, the calculated F-ratio $\alpha= 0.05$, $F(3,100) =6.489$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100) =2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between FDWs who have faced slapped by employers in private houses, $F(3,100) =6.489$, $p<0.05$, one tailed.

On the contrary, the computed F at $\alpha= 0.05$, $F(3,100) = 2.126$ was less than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it was found that there was no statistically a significant mean differences between FDWs who have faced kicked or beat by employers in private houses $F(3, 100)= 2.126$, $p>0.05$, one tailed. Regarding for physical type of violence, slammed you against wall in the same table 6, from one way ANOVA Analysis, the computed mean F-ratio $\alpha= 0.05$, $F(3,100) =6.028$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have slammed against the wall by employers in their private houses, $F(3,100) = 6.028$, $p<0.05$, one tailed.

In the other hand, the computed F at $\alpha= 0.05$, $F(3,100) =2.446$ in case of the employer becomes violent after alcohol or drug use was less than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it was found that there was no statistically a significant mean differences between FDWs who have faced violence by employers in private houses $F(3, 100) = 2.446$ $p>0.05$, one tailed. The computed F at $\alpha= 0.05$, $F(3,100) =2.437$ in case of the employers hit with a fist or something else was less than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it was found that there was no statistically a significant mean differences FDWs who have faced violence by employers in private houses $F(3, 100) = 2.437$ $p>0.05$, one tailed.

In the same table 6, for pushed or shoved, from one way ANOVA Analysis, indicates that the computed F-ratio $\alpha = 0.05$, $F(3,100) = 4.833$ which was greater than the critical region at $\alpha = 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced pushed or shoved by employers in private houses, $F(3,100) = 4.833$, $p < 0.05$, one tailed. On the contrary, the computed F at $\alpha = 0.05$, $F(3,100) = 2.08$ was less than the critical region at $\alpha = 0.05$, $F(3,100) = 2.70$. Therefore, it was found that there was no statistically a significant mean differences between FDWs who have faced twisted arm or hair by employers in private houses $F(3,100) = 2.08$, $p > 0.05$, one tailed.

According to Kidist (2012), most of the time the reasons to conflict between their employees (female domestic workers) and employers (women employers) are the instruction from them and the suspicion of women employers towards their employees that is secrete relation between their husband and employees (female domestic workers). This finding supports my finding regarding the women employers abuse physically their female employers more than male employers.

According to Human Rights Watch (2014) physical abuse is another form of abuse in which many female domestic workers are facing throughout the world without limitation in boundaries, cultural boundary and other else. Physical abuse is also not uncommon against live-in domestic workers. A Significant number of stories of physical abuse come from the in-depth interview with domestic workers have come into the picture. The Findings of this study indicates that the most common forms of physical violence in the study area were slapping, slammed against wall or nearby objects, and pushed or shoved female domestic workers in private houses.

4.3.3. Sexual violence

They following are the major types of sexual violence which experienced on female domestic workers in Hadiya Zone, Hossana town. Under this there are eight variables would be presented as follows.

Table 7. Sexual violence experienced on FDWs

Item	Descriptive Statistics		Summary of one way ANOVA					
	GM	SD	SV	SS	df	MS	F	Sign
The employer or family members rape you.	1.36	0.681	Between groups	2.734	3	.911	2.020	0.116
			Within Groups	45.103	100	.451		
			Total	47.837	103			
Attempted to rape you.	4.20	1.135	Between groups	24.730	3	8.243	7.631	0.000
			Within groups	108.029	100	1.080		
			Total	132.760	103			
Harass you for sexual intercourse.	1.25	0.773	Between groups	3.471	3	1.157	1.994	0.120
			Within Groups	58.029	100	.580		
			Total	61.500	103			
Uses vulgar and obscene language.	4.61	0.908	Between groups	42.201	3	14.067	32.994	0.000
			Within groups	42.635	100	.426		
			Total	84.837	103			
Forced you to have sex or be sexual in other ways.	1.35	0.747	Between groups	1.724	3	.575	1.030	0.383
			Within Groups	55.814	100	.558		
			Total	57.538	103			
Attempted you body contact for gratification.	1.13	0.522	Between groups	1.226	3	.409	1.520	0.214
			Within groups	26.889	100	.269		
			Total	28.115	103			
Tried to touch your sexual sensitive part of the body.	1.24	0.717	Between groups	3.183	3	1.061	2.130	0.101
			Within Groups	49.807	100	.498		
			Total	52.990	103			
Flirting for sexual relations.	4.47	1.004	Between groups	17.653	3	5.884	6.821	0.000
			Within groups	86.261	100	.863		
			Total	103.913	103			

Item 1 in table of 7, shows that majority of the respondents were responded never. This means majority of the employers or family members never rape female domestic workers with mean score 1.36 and standard deviation 0.681. Item 2 in the same table 7, indicates that most of the

respondents were responded often. This means majority of the employers often attempted to rape female domestic workers with mean score 4.20 and standard deviation 1.135 in private houses. Item 3 in the same table 7, represents that majority female domestic workers answered never. This also implies that, majority of the employers never harass female domestic workers for sexual intercourse with mean score 1.25 and standard deviation 0.773. Item 4 in table 7, shows that majority of the respondents were responded always. This means majority of the employers always uses vulgar and obscene language in private houses with mean score 4.61 and standard deviation 0.908.

Item 5 in table 7, indicates that the majority female domestic workers were responded never. This means majority of the employers never forced female domestic workers to have sex or be sexual in other ways with mean score 1.35 and standard deviation 0.747. Item 6 in table of 7, shows that majority of the informants were responded never. This means most of the employers never attempted female domestic workers body contact for gratification with mean score 1.13 and standard deviation 0.522. Item 7 of the same table 7, represents that majority respondents were responded never. This means most of the employers never tried to touch their sexual sensitive part of the body in private houses with mean score 1.24 and standard deviation 0.717. Item 8 in the same table 7, indicates that majority informants were answered often. This also means, the majority of the employers often flirting for sexual relations with mean score 4.47 and standard deviation 1.004 in workplaces

From one way ANOVA Analysis, in the same table 7 the computed F at $\alpha = 0.05$, $F(3,100) = 2.02$ were less than the critical region at $\alpha = 0.05$, $F(3,100) = 2.7$. Therefore, it was found that there was no statistically a significant mean differences between FDWs who have faced rape by employers or family members in private houses $F(3, 100) = 2.02$, $p > 0.05$, one tailed. On the contrary, in the same table 7, for sexual type of violence, that means attempted to rape you, the computed F-ratio $\alpha = 0.05$, $F(3,100) = 7.631$ which was greater than the critical region at $\alpha = 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced attempted to rape by employers in private houses, $F(3,100) = 7.631$, $p < 0.05$, one tailed.

On the other hand, in the same table 7, the computed F-ratio $\alpha= 0.05$, $F(3,100) = 1.994$ in case of harass you for sexual intercourse were less than the critical region at $\alpha= 0.05$, $F(3,100) = 2.70$. Therefore, it can be concluded that there was no statistically a significant mean difference between female domestic workers who have faced harass for sexual intercourse by employers in private houses, $F(3,100) = 1.994$, $p>0.05$, one tailed. Another sexual type of violence, that is uses vulgar and obscene language, In terms of one way ANOVA Analysis, in the same 7, the computed F-ratio $\alpha= 0.05$, $F(3,100) = 32.994$ which was much greater than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced uses vulgar and obscene language by employers in private houses, $F(3,100) = 32.994$, $p<0.05$, one tailed.

On the contrary, the computed F-ratio $\alpha= 0.05$, $F(3,100) = 1.03$, $F(3,100) = 1.52$, and $F(3,100) = 2.13$ in the case of sexual type of violence among forced you to have sex or be sexual in other ways, attempted you body contact for gratification and tried to touch your sexual sensitive part of the body were less than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, they were found that there were no statistically significant mean differences between among the employers forced FDWs to have sex or be sexual in other ways, attempted FDWs body contact for gratification and tried to touch their sexual sensitive part of the body in private houses, $F(3,100) = 1.03$, $F(3,100) = 1.52$, and $F(3,100) = 2.13$, $p>0.05$, one tailed.

On the contrary, the calculated F-ratio $\alpha= 0.05$, $F(3,100) = 6.821$ in case of flirting for sexual relations the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Hence, one can conclude that there was statistically a significant mean difference between female domestic workers who have faced flirting for sexual relations by employers in private houses, $F(3,100) = 6.821$, $p<0.05$, one tailed. According to, World Health Organization "any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work" (WHO, 2002).

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) defined sexual harassment in the employment setting as, "such unwelcome sexually determined behavior as physical contacts and advances, sexually colored remarks, showing pornography and sexual demands whether by words or actions which is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection to her employment including recruitment or promotion or when it creates a hostile working environment" (CEDAW, 1997). To support of this finding the following in-depth interview and supportive study have been as follows. In line with this, from female domestic workers the researcher interviewed who was 18 years old, and have been three years experiences shared, what she encountered while working as a domestic work as:

"One day, my employer's wife went to her family to ask her mother and father for three days while her husband after dinner tried to appreciate me, for example, you are a beautiful girl and sit down near me and watch this film with me. He then has begun flirting for sexual relations and uses vulgar and obscene language depending on the film. After that I understood what he wants, and decided to go my sleeping room, but he would grab me by the hand and tried me to rape I shouted at the top of my lungs, then he left me and go his bedroom. Finally, after his wife came and I decided to go ask for salary his wife, then left that home."

Further, rape is common in societies where the ideology of male superiority is strong emphasizing dominance, physical strength and male honor (WHO, 2002). Besides, according to the HRW (2007) reports, the continuum of sexual violence committed against FDWs ranged from propositions, threats of rape, and groping, to repeated rape. They are not only abused by their employers and the families within the households they are employed in, but also extends to other people outside the family like neighbors, brokers and people in their community.

In line with this other FDWs interviewed, from Gofar meda and sech Duna sub-city most of them responded that:

“Most of the times the employers and the parents of the employ are attempting to rape us in the workplace. Both female domestic workers responded that, up to now the employer or family members not rape us, but tried many times to rape in private houses not only in Hossana but also in other workplaces. Finally, when we stay in a broker house until we will be employed he also needs to have sex with us and he said that I will give you the first chance to you.”

Regarding to, sexual violence as in many parts of the world selamawit (2007) among the studies that revealed the problems of sexual violence against female domestic workers, the assessment which is done in the title Denial of Rights, Human Rights Abuses and Violence against Domestic Workers in Some Selected Areas of Addis Ababa, Ethiopia. She noted that the extent of sexual violence is not fully known in Ethiopia. This small number of data was mainly attributed to the small portion of women who shared and report their sexual victimization (Original Wolde ; Emebet and Mellese, 2004).

A study conducted in Gulele Sub-City of Addis Ababa documents that more than 80% of the women domestic workers had been sexually abused (including rape) by their male employers and brokers (Getachew, 2006). Data on the incidence of sexual violence and harassment among FDWs is difficult to obtain for many researchers. Apart from being a sensitive and personal area to explore, many of sexually abused domestic workers are not aware about the violence inflicted on them. Similarly, victims and onlookers such as neighbors and relatives are reluctant to talk about their respective experiences or observations (Mmatshilo, 1990 and Mulugeta, 2012).

In addition, as Human Rights Watch (2014), sexual abuse is the violence that female domestic workers are challenged while they are in their workplace which results many long live problems on themselves and the wider society in general. Another study for example, gender inequalities in sexual relationships are a significant determinant of unintended pregnancy, unsafe abortion and the spread of HIV and other sexually transmitted infections (which can result in cervical cancer and infertility) which revealed by Tsegahun (2008) the status of gender based violence and related services in four woredas (Woredas surrounding Bahir Dar town, Burayu woreda, Bako woreda and Gulele Sub-city of Addis Ababa), Ethiopia. Findings

of this study indicate that the most common forms of sexual violence are attempted to rape; uses vulgar and obscene language and flirting for sexual relations experienced the study area.

4.4. Factors Contributing for Violence against Female Domestic Workers

In this part the following statements refer to the factors contributing for violence against female domestic workers. Under this part there are four questions were presented as follows.

Table 8. Factors experienced on FD Ws

Item	Descriptive Statistics		Summary of one way ANOVA					
	GM	SD	SV	SS	df	MS	F	Sign
Lower socioeconomic status.	3.16	0.826	Between groups	9.708	3	3.236	5.347	0.002
			Within Groups	60.514	100	.605		
			Total	70.221	103			
Fostering male dominance and superiority tend to be.	4.26	1.149	Between groups	17.161	3	5.720	4.814	0.004
			Within groups	118.829	100	1.188		
			Total	135.990	103			
Lack of awareness of laws.	4.36	1.088	Between groups	10.937	3	3.646	3.287	0.024
			Within Groups	110.900	100	1.109		
			Total	121.837	103			
Lack of understanding and sympathetic attitude towards employer's members	4.70	0.774	Between groups	8.331	3	2.777	5.198	0.002
			Within groups	53.429	100	.534		
			Total	61.760	103			

The summarized data in table 8 clearly reveals that the computed mean score of the respondents among lower socioeconomic status, fostering male dominance and superiority, lack of awareness of laws and lack of understanding and sympathetic attitude towards employer's members were respectively 3.16, 4.26, 4.36 and 4.70 which shown as that almost all of them were often on large number of factors contributing for violence against female domestic workers in the study area. In additions, the obtained standard deviations among factors experienced on female domestic workers respectively were 0.826, 1.149, 1.088, and

0.774. This shows that there was no so much consistency existing among factors contributing for violence against female domestic workers in the study area.

From one way ANOVA Analysis, in table 8 for lower socioeconomic status the computed mean F-ratio $\alpha= 0.05$, $F(3,100) = 5.347$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced lower socioeconomic status of violence in the study area, $F(3,100) = 5.347$, $p < 0.05$, one tailed. In the other hand, fostering male dominance and superiority in table 8 one way ANOVA Analysis, the computed F-ratio $\alpha= 0.05$, $F(3,100) = 4.814$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced fostering male dominance and superiority violence in the study area, $F(3,100) = 4.814$, $p < 0.05$, one tailed.

Lack of awareness of laws in table 8 indicates that from one way ANOVA Analysis, the computed F-ratio $\alpha= 0.05$, $F(3,100) = 3.287$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced lack of awareness in the study area, $F(3,100) = 3.287$, $p < 0.05$, one tailed. In addition, in table 8, lack of understanding and sympathetic attitude towards employer's members indicates from one way ANOVA Analysis, the computed F-ratio $\alpha= 0.05$, $F(3,100) = 5.198$ which was greater than the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced lack of understanding and sympathetic attitude towards employer's members in the study area, $F(3,100) = 5.198$, $p < 0.05$, one tailed.

In line with lower socioeconomic status, in-depth interview forwarded for WAO, LSA office and brokers of key informants most of them explain that:

“Lower socioeconomic status is a common problem in rural areas and lack of any other better opportunity in the residence forces to endure the exploitation hoping for the betterment of situations in the future”. Especially, FDWs in interview session most of them responded that, “most of the time we have faced with the above listed factors in the employers’ houses, but we have hope one day we will save money and start our own life rather than working with employers home.”

To support of this finding, the extreme poverty faced by these women from their home country makes them to see the slightest improvement on that as heaven. Hence for them, today’s exploitation and abuse is a sacrifice for their better future life, albeit the reality seems darker than they thought (Alemtsehai, 2009). Most of female domestic workers from key informants expressed that:

“Our families in the local area the young female where they came are always wished to get married because we cultures’ not supporting as domestic work in employers houses. She also mentioned that the norms of the people considered female as subordinates of male and simply wait at home by caring children and preparing food for family member’s at home.”

This finding supports the literature of Sunil (2011), which indicated that from the factors of the violence against women some of them are the culture, norms and values of the society as well as the attitude attraction of the local people towards female education and believe on male domination. The socio-cultural norms of the Ethiopian society which were rooted from the naturalistic approach condemn men’s sexually harassing behavior while affirming women’s submissive reaction to such acts (Fekadu, 1996). These conditions further exacerbated in patriarchy family where men are often socialized to believe that they are indeed superior to women through gender socialization. In most situations, the women who inflicted in the crime blamed instead of the men who did the crime (Fekadu, 1996).

In line with lack of awareness of laws, in-depth interview also forwarded for other female domestic worker who has more than two years experiences as domestic work responded that:

“When I was advised by my nearby relative who came to her family during holiday to go town to be domestic worker she told me only the salary that I am going to get when employed and how to deposit my money in order to go Middle East countries. Plus, she was telling me how can I live with employers while I live with them. But she was told me nothing about the a problem that I will face while I am there as well as if there is problem I do not know to whom I will report. Actually, I did not expect any type of problem as she told me. Later, I have faced many problems with my employers because I am from rural area and new to the Hossana town.”

The researcher interviewed one of the domestic workers, who has been working for five years in different households, explains:

“While I deal with employers I did enter in to a contract. I went to the broker and waited for people who wanted to domestic worker. If the broker asked me to deal with them and he adjusted the negotiation, I did not ask the types of jobs to be performed, family members, and I did not compromise other things expect my salary. If we agree, then we will go with him or she and the broker will get commission from the employer according to contract.”

The remaining other interviewer responded that:

“We have faced many types of violence, for example, their employers in some houses reduces from the agreed salary, there is no freedom to move any places, we have also worked load, and faced different types of violence from employers and their family members in private homes. Then, such kind of problems faced in our life we do not know how and for who reported in the town until know.”

The researcher also interviewed WAO, LSA office and brokers to get detail data the key informants responded that:

“Verbal abuse is common among domestic workers this is because domestic workers get domestic work by their relatives and friends. They do not know about the government agents to report when they face problems in the employers’ houses. On the other hand, during working agreement no written contract between them as well as many of domestic workers were not educated to report while, violence faced in private house.”

To support of this finding, the factors contributing to underreporting are socio-cultural, as well as legal constraints (MacKinnon, 1979). In other way, for the domestic workers the main danger was usually their employer or exploitative men in powerful positions. Harassment, insults, violence, sexual abuse, rape, sexually transmitted diseases and unwanted pregnancies were all too common among the domestic workers we spoke to and the same pattern is reported in other research (World Bank, 2010).

4.5. Psychosocial Consequences of Violence against Female Domestic Workers

The following questions in this category were designed to identify the consequences of violence against female domestic workers. Under this there are some major consequences of violence against female domestic workers have been presented as follows.

Table 9. Consequences of violence experienced on FDWs

Item	Descriptive Statistics		Summary of one way ANOVA					
	GM	SD	SV	SS	df	MS	F	Sign
I have feeling chronic headache.	4.56	1.069	Between groups	10.584	3	3.528	3.295	0.024
			Within Groups	107.070	100	1.071		
			Total	117.654	103			
I have faced abortion in the workplace.	1.13	0.456	Between groups	1.058	3	.353	1.735	0.165
			Within groups	20.317	100	.203		
			Total	21.375	103			
I have feeling of hopelessness in my mind.	4.35	1.213	Between groups	15.881	3	5.294	3.902	0.011
			Within Groups	135.657	100	1.357		
			Total	151.538	103			
I have faced injury in my body within employer's house	1.18	0.498	Between groups	1.722	3	.574	2.411	0.071
			Within groups	23.807	100	.238		
			Total	25.529	103			

The summarized data in table 9 clearly reveals that the computed mean score of the respondents among feeling chronic headache, faced abortion in the workplace, feeling of hopelessness in their mind and faced injury in their body within employer's house were 4.56, 1.13, 4.35 and 1.18 respectively. This implies that majority of the FDWs always have feeling chronic headache and often hopelessness in employers houses. In the other hand, most of the female domestic workers never faced abortion and rarely faced injury in their body in private houses. In additions, the obtained standard deviations among psychosocial consequences of violence experienced on female domestic workers respectively were 1.069, .456, 1.213, and .498. This shows that there was no so much consistency existing among psychosocial consequences of violence experienced on female domestic workers in the study area.

From one way ANOVA Analysis, the computed mean F-ratio $\alpha= 0.05$, $F(3,100) = 3.295$ in case of FDWs feeling chronic headache exceeds the critical region at $\alpha= 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between FDWs who have faced feeling chronic headache by employers in private houses, $F(3,100) = 3.295$, $p < 0.05$, one tailed. On the contrary, the computed F-ratio $\alpha= 0.05$, $F(3,100) =$

1.735, and $F(3,100) = 2.411$ in the case of under psychosocial consequences of violence both variables that means the FDWs have faced abortion and injury in their body by employers in workplaces were less than the critical region at $\alpha = 0.05$, $F(3,100) = 2.7$. Therefore, they were found that there were no statistically significant mean differences between FDWs who have faced violence by employers in private houses, $F(3,100) = 1.735$ and $F(3,100) = 2.411$, $p > 0.05$, one tailed.

In other hand, in the same table 9, one way ANOVA Analysis, the computed mean F-ratio $\alpha = 0.05$, $F(3,100) = 3.902$ which was greater than the critical region at $\alpha = 0.05$, $F(3,100) = 2.7$. Therefore, it can be concluded that there was statistically a significant mean difference between female domestic workers who have faced feeling of hopelessness in their mind by employers in private houses, $F(3,100) = 3.902$, $p < 0.05$, one tailed. As being identified in many studies for example, domestic violence against females not only affects those who are abused, but also has its own effect on family members, friends, co-workers and the community at large. Children, who are found in the home while the violence happened, grow up with some psychological problem in their mind throughout their life time. Not only this, but also teaches them that violence is a normal way of future life (Sunil, 2011).

The researcher interviewed WAO representative key informant about consequences of sexual violence of female domestic workers in the town.

The interviewer responded that:

“The office had its own plan to reduce woman and female violence in the town. One day from domestic workers, one victim come our office and tell me about the employer’s brother forced her to have sex with him. This female domestic worker was five months pregnant in her abdomen. Our office discussed in issue and decided to follow that family to ensure the problem. Finally, the father of son agrees to take the risk of that FDW up to birth and to develop her baby by giving money every month through the years.”

The finding of Kidist (2012) supported this statement by focusing the male employer they may be elder (shimagle) who is not expected for such kind of abuse but held it. In addition, the researcher interviewed two brokers about female domestic workers on consequences of sexual violence.

“The male broker from Sech Duna sub-city responded that, most of female domestic workers faced sexual violence, but they did not inform for us in-detail about the problem simply said that the employers most of the time insulted us rude words even in private houses.”

Another women broker from Addis ketema sub-city responded that:

“Many FDWs near bus station who leave from employers’ home and manifested for many problems. For example, that FDWs who leave from private houses in the town most of the time we found children thrown on the drainage and at night time be on the street for commercial sex. Besides, she responded that one FDW come and wants to employee in private houses. She stays in my home until she be employed. One day, unfortunately she is sick, then I take immediately clinic near my house, and the nurses told me she was pregnant and the baby already died as soon as take hospital. I asked her about pregnant, she told me one employer disappears from his home after having sex with her. Hence, in the Hospital she got medication as well and finally, I inform for police the employer who has faced violence and attending court office by appointment and I send her family after one week.”

Moreover, there are some consequences reported by HRW (2010), which includes hopelessness, loss of control, anger, suicide, behavior disorders, and eating disorders are some consequences of gender based violence. Furthermore, HRW presented that this attack on women created fear and loss of trust (suspicion) in anybody in the society and this prevented them not properly participate in any socio-economic activities held in the society including political, social, cultural, economic and other else. It may be in a single incident or in a series of repeated incidents; all forms of sexual violation are found to cause physical, social as well as psychological damages in the wellbeing of the women (WHO, 2002).

5. SUMMARY, CONCLUSION AND RECOMMENDATIONS

The study is going to summarize, conclude, and recommend depending on the findings through the objectives as follows:

5.1. Summary

The purpose of this study was to determine the psychosocial consequences of violence against female domestic workers in Hossana Town, Hadiya Zone, SNNPR. To address this study, the following four basic research questions were administered.

1. What is the status of violence against female domestic workers in the study area?
2. What types of violence are experienced by female domestic workers in Hossana Town?
3. What are the factors contributing for violence against female domestic workers in the study area?
4. What are the psychosocial consequences of violence against female domestic workers in Hossana Town?

The researcher summarized the following findings depending on the objectives of the study. According to demographic characteristics of female domestic workers, the majority of the respondents' age levels 60.6% were found 23-27 years and they were younger's that employed in private houses. In terms of education level, the majority of the respondents, 44.2% were illiterate that means they did not write and report faced violence for concerned bodies in the study area. The study also found that majority 39.4% of the female domestic workers have been participated from Sech Duna sub-city and the remaining 30.8% and 29.8% were Gofar Meda and Addis ketma sub-cities respectively. In addition, the study also found that 45.2% of majority respondents have been employed by parents. The remaining 34.2% and 20.2% were employed by friends and brokers respectively.

1. According to the objectives, the researcher summarized for research question one from findings as follows. The majority of female domestic workers responded, they were faced violence by both brokers and employers in the study area. This means the brokers were not given full information about employers' background before contract, was the status of violence against female domestic workers in the study area.

2. The researcher also summarized objective two in terms of psychological violence, sexual violence and physical violence respectively. Findings of psychological violence indicate that, majority of the respondents were faced psychological violence by employers like shouting or yelled, insulted and get angry about small things in the study area. In addition the employers deliberately said something to hurt, tell to disappear from his/her face, creating frustration, belittled or humiliated in front of other people, act jealous when spend time with friends, and control how to spend money or refuse to give money in private houses.

In other hand, from sexual violence the study found that the female domestic workers were abused by employers in the study area. This means the employers were attempted to rape; uses vulgar and obscene language and flirting for sexual relations were finding of sexual violence which experienced on female domestic workers in the study area. In the other hand, the researcher also summarized sexual violence from ‘responses of key informants’, most of female domestic workers were faced pregnancy and unsafe abortion in the study area. The researcher also summarized the findings of physical violence like slapping, slammed against wall or nearby objects, and pushed or shoved female domestic workers, which were the major one experienced by employers in the study area.

3. According to objective three, the finding of this study indicates that lower socioeconomic status, fostering male dominance and superiority, lack of awareness of laws and lack of understanding and sympathetic attitude towards employer’s members were the major factors for contributing violence against female domestic workers in the study area.
4. The study also found that for the last objective four, feeling chronic headache and hopelessness in their mind were the major consequences of violence in the study area.

5.2. Conclusion

Domestic work is a large and growing sector of employment for women. Based on its major findings, this study concludes that FDWs are working and living in the conditions that enhance their exposure to psychological, physical and sexual violence. In the study area, the majority

female domestic workers are less educated, employed at a young age from 23-27 years, and employed with friends and parents rather than brokers respectively.

1. The study found that the high prevalence of status of violence against female domestic workers in the study area. Despite lack of information from brokers about employers and work condition in the private houses before contracts are known prevalence for violence against female domestic workers in the study area.
2. Female domestic workers in the study area were faced psychological, sexual and physical violence respectively. Among them, the majority of female domestic workers were experienced psychological violence rather than sexual and physical violence in Hossana town.
3. It was identified that lower socioeconomic status, fostering male dominance and superiority, lack of awareness of laws and lack of understanding and sympathetic attitude towards employer's members were common factors contributing to violence against female domestic workers in the study area.
4. Both qualitative and quantitative findings indicated that feeling chronic headache and hopelessness in their mind were committed against female domestic workers in the study area. Especially, qualitative findings indicated that, most of female domestic workers were faced abortion and unwanted pregnancy in Hossana town.

Finally, the current study argues that FDWs are living and working in those conditions that have increased their chances of getting psychological, physical and sexual violence. It is, therefore, deduced that psychological violence is the first, sexual violence is the second and physical violence is the third in this study. The most common psychosocial consequences of VAFDWs were feeling chronic headache and hopelessness in their mind were concluded in this study. In addition, in terms of key informants' interview, FDWs were experienced pregnancy and unsafe abortion in the study area.

5.3. Recommendations

Based on those major findings and conclusions drawn, the following recommendations were forwarded:

- The brokers give full information about the workload, salary, work hours, family size and freedom of movement before contract with employers and are committed to take their responsibility.
- It is expected from WAO, LSA and GOs should design programs for psychological, sexual and physical types of violence that are targeting employers to reduce the prevalence of violence.
- It is also important to create awareness about the laws in the mind and give counseling for abused female domestic workers while informing their causes for WAO, LSA and brokers.
- They concerned bodies like Brokers, WAO, and LSAO should have comprehensive recorded database system that creates networks of information about female domestic workers.
- WAO and LSA and in each kebele consultative meeting and come up with well-informed action-oriented employ-employer life skills intervention organizes for employers in each sub-cities.
- The participation of governmental and non-governmental organizations as well as religious and social institutions is important at regional, zonal and woreda levels. Finally, the researcher recommends that further research needs to be conducted on the psychosocial consequences of violence against female domestic workers in order to reduce violence of female domestic workers in private houses.

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7. APPENDICES

7.1. English Version Questionnaires

HARAMAYA UNIVERSITY

POSTGRADUATE PROGRAM DIRECTORATE

COLLEGE OF EDUCATION AND BEHEVERAL SCIENCES

DEPARTMENT OF PSYCHOLOGY (MA IN SOCIAL PSYCHOLOGY)

Dear participant!

The purpose of this questionnaire is together information on psychosocial consequences of violence against female domestic workers in Hossana Town, Hadiya Zone. This questionnaire which return by participants' will be believed data that provide for the researcher certainly have a fair reaching importance to explore psychosocial consequences of violence against female domestic workers in Hossana Town. The data collected through this questionnaire is confidential and will only be used for the academic purpose. The information you provide for researcher is crucial for the research under taken.

General Directions

1. Circle from given alternative in the following question.
2. Write the answer as may be necessary to indicate your appropriate responses.
3. Do not write your name, address and other things

Your participation in this study is purely voluntary and you are free to grant or refuse your consent to participate. The researcher promises to treat all information you provide as strictly confidential and will not disclose individualized information to anyone unrelated to this study

THANK YOU IN ADVANCE!!!

BEKELE KEBEDE

Part III: Types of Violence Experienced by Female Domestic Workers

INSTRUCTIONS: The following statements refer to the types of violence experienced by female domestic workers. You are to indicate on a five-point scale, the five points are: All the time, Often, Sometimes, Rarely, and Never. So, please, put this Mark (x) on one of the five alternatives based on your agreement.

A. Psychological violence

No	How often do your employers or their family members	<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
1	Shouted or yelled at you.					
2	Insulted you and get angry about small things.					
3	Deliberately said something to hurt you.					
4	Tell you to disappear from his/her face.					
5	Creating frustration.					
6	Belittled or humiliated you in front of other people.					
7	Accused you of cheating.					
8	Act jealous when you spend time with friends.					
9	Control how you spend your money or refuse to give you money.					

B. Physical Violence

No	How often do your employers or their family members	<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
1	Throw something that could hurt you.					
2	Slapped at you.					
3	Kicked or beat at you.					
4	Slammed you against wall.					
5	The employer becomes violent after alcohol or drug use.					
6	Hit you with a fist or with something else.					
7	Pushed or shoved you.					
8	Twisted your arm or hair.					

C. Sexual Violence

No	How often do your employers or their family members	<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
1	The employer or family members rape you.					
2	Attempted to rape you.					
3	Harass you for sexual intercourse.					
4	Uses vulgar and obscene language.					
5	Forced you to have sex or be sexual in other ways.					
6	Attempted you body contact for gratification.					
7	Tried to touch your sexual sensitive part of the body.					
8	Flirting for sexual relations.					

Part IV: Factors Contributing for Violence against Female Domestic Workers

INSTRUCTIONS: The following statements refer to the Factors Contributing for Violence against Female Domestic Workers. You are to indicate on a five-point scale, the five points are: All the time, Often, Sometimes, Rarely, and Never. So, please, put this Mark (x) on one of the five alternatives based on your agreement.

No	Factors contributing for violence against FDWs	<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
1	Lower socio-economic status is one of the factors for female domestic worker.					
2	Fostering male dominance and superiority tend to be one of the cultural factors for female domestic worker.					
3	Lack of awareness of laws is one of the factors for female domestic worker.					
4	Lack of understanding and sympathetic attitude towards employer's members is one of the factors for FDW.					

Part V: Consequences of Violence against Female Domestic Workers

INSTRUCTIONS: The following statements refer to the Consequences of violence against female domestic workers. You are to indicate on, a five-point scale, the five points are: All the time, Often, Sometimes, Rarely, and Never. So, please, put this Mark (x) on one of the five alternatives based on your agreement.

No	How often do your employers or their family members	<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
1	I have feeling chronic headache.					
2	I have faced abortion in the workplace.					
3	I have feeling of hopelessness in my mind.					
4	I have faced injury in my body within employer's house.					

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POSTGRADUATE PROGRAM DIRECTORATE

COLLEGE OF EDUCATION AND BEHEVERAL SCIENCES

DEPARTMENT OF PSYCHOLOGY (MA IN SOCIAL PSYCHOLOGY)

Key informants interview w guide with female domestic workers in Hossana Town, Hadiya Zone

1. Age: _____
2. Year(s) of working as domestic worker: _____
3. How many years did you serve as domestic worker? _____
4. Your monthly salary? _____
5. How many households you worked for so far? _____
6. What do you think the major causes that leading to violence in the workplace? _____

7. What forms of violence most of the time faced in the employer's house (psychological, physical, and sexual)? _____

8. Did you develop any forms physical and reproductive health related complications after you had been raped by the perpetrator? If yes, would you tell me the details of the impacts? _____
9. Do WAO, SLAO and brokers follow up and undertake activities to prevent the spread of violence in the workplace? If you yes, what type of services (or activities) should be done? _____

10. As domestic worker, have you ever faced any problem with your employers?
1/ Yes 2/ No
10. If your answer to question 9 is "yes", list the challenges you have faced? _____

11. What is your future life plan/ what do you like to be in the future? _____

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DEPARTMENT OF PSYCHOLOGY (MA IN SOCIAL PSYCHOLOGY)

Key informants interview with WAO, SOLA, and Brokers in Hossana Town, Hadiya Zone

1. Sex: _____

2. Position: _____

3. Name of the organization: _____

4. Is there any program/intervention that your office is implementing to prevent psychosocial consequences of violence against female domestic workers? If yes, please tell me in detail_____

5. Did your office ever receive forms and consequences of violence against female domestic workers? If yes, would you summarize the main issues of complain so far? What did happen to the complaint?_____

6. Did your office have any contact with employers and brokers to reduce the causes of violence against female domestic workers? Anything you would like to share me about (individual factors, social factors and institutional factors)? _____

7. Do you have any data or assessment that you can share me in relation sexually, physically and psychologically abused female domestic workers in the town? _____

7.2. Amharic Version Questionnaire for FDWs

ሐረማያ ዩኒቨርሲቲ

ድህረ-ምራቃ ፕሮግራም መረሀ-ግብር

ሥነ-አእምሮ እና ሥነ-በሕርይ ትምህርት ኮለጅ

ሳይኮሎጂ ድፓርትመንት(ሁለተኛ ዲግሪ በሶሻል ሳይኮሎጂ)

በሆሳና ከተማ በግለሰብ ቤት ውስጥ ተቀጥረዉ በሚሰሩ ሴት እህቶች፣ በሴቶች ጽ/ቤት፣ በማህበረሰብ ዋስትና ጽ/ቤት እና በደላሎች የሚሞላመጠይቅ፣ ይህ መጠይቅ የተቀረፀበት ዋና ዓላማ በሶሎቱም ክፍለ ከተማ በቤት ውስጥ ሥራ የሚሰሩ ሴቶችን በመጠየቅና መረጃ በማሰባሰብ የችግሮችን ምክንያት/ቶች ነቅሶ ለማውጣት ነው። ከዚህ መጠይቅ የሚሰበሰበው መረጃ እንደቀዳሚ ሆኖ ሐረማያ ዩኒቨርሲቲ በሳይኮሎጂ ድፓርትመንት የሁለተኛ ዲግሪ መመረቂያ ጥናት ጥቅም ላይ ይውላል። ይህ መጠይቅ ጠቃም መረጃዎችን ሰብስቦ የችግሮቹን ምንጮች በማወቅ ለቀጣይ የመፍትሄ ሃሳቦች ግብአት ይሆናል። ስለዚህ የእርስዎ ትክክለኛ እና ቀና መልስ ለጥናቱ ጥራት እና ስኬታማነት ወሳኝ ስለሆነ እውነተኛ መረጃ በመስጠት እንዲተባበሩ እየጠየኩ ይህ የሚሞሉት መረጃ ምስጢራዊነቱ እንደሚጠበቅ ላረጋግጥልዎ እወዳለሁ።

መጠይቁን ሲሞሉ ስምዎን አይጻፉ።

ስለትብብርዎ በቅድሚያ አመሰግናለሁ!!!

በቀለ ከበደ

ክፍል 1: የመላሾች መረጃ

1.ዕድሜ: 1. 19-23 2. 23-27 3. 27-31 4. 31-35

2. የትምህርት ደረጃዎ ምን ድረስ ነው

1. አልተማርኩም 3. የመጀመሪያ ደረጃ 2ኛ ሳይክል (5-8)

2. የመጀመሪያ ደረጃ 1ኛ ሳይክል (1 - 4) 4. ከፍተኛ ሁለተኛ

ደረጃ (9-12)

3.ተቀጥረው የሚሰሩበት ክፍለ ከተማ

1. ሴኞዱና ክፍለ ከተማ 2. አድስ ከተማ ክፍለ ከተማ 3. ጎፋር ሜዳ

ክፍለ ከተማ

4. የቅጥር ሁኔታ

1. በዘመድ 2. በጎዳኛ 3. በደላላ

ክፍል 2: በሆዕሳና ከተማ በነበርዎ የቤት ውስጥ ሰራተኞች ላይ የሚታየውን የጥቃት ሁኔታን በተመለከተ

በሆዕሳና ከተማ በነበርዎ የቤት ውስጥ የሥራ ተጽሕኖ በአሰሪዎች በኩል የሚታየውን ሁኔታ እባክዎ ከዚህ በታች የሚገኙትን ጥያቄዎች ከጎናቸው ከተቀመጡ አምስት አማራጮች ወይም ሳጥኖች መካከል ትክክል ነው ብለው የሚስማሙበትን አንድምላሽ √ ወይም X ምልክት በማድረግ ይምረጡ።

ተ.ቁ	ጥያቄና ማጣሪያ	በፍጹም	አልፎ አልፎ	አንደንዴ	ብዙ ጊዜ	ሁልጊዜ
		1	2	3	4	5
1	በአሰሪዎች ጥቃት ደርሶብኝ ያወቃል ወይ ?					
2	ደላላ ሰለሰራተኞች በቂ መረጃ ከለመስጠት የተነሳ ተጽሕኖ ደርሶብኝ ያወቃል ወይ?					

ክፍል 3 : በግለሰብ ቤት ውስጥ ተቀጥረው በሚሰሩ ሴት እህት ሰራተኞች ላይ የሚደርሱ የጥቃት አይነቶች

መምሪያ: ከዚህ በታች ያሉት መጠይቆች በቤት ሴት ሰራተኞች ላይ የሚደርሱ የጥቃት አይነቶችን የሚያመለክት ሲሆን ጥያቄዎች ከጎናቸው ከተቀመጡ አምስት አማራጮች ወይም ሳጥኖች መካከል ትክክል ነው ብለው የሚስማሙበትን አንድምላሽ √ ወይም X ምልክት በማድረግ ይምረጡ።

ሀ. ሥነ-ልቦናዊ ጥቃትን በተመለከተ

ተ.ቁ	ጥያቄና ማጣሪያ	በፍጹም	አልፎ አልፎ	አንደንዴ	ብዙ ጊዜ	ሁልጊዜ
		1	2	3	4	5
1	ሰራተኞችሽ ጮኸብሽ ያወቃል?					
2	በትንሽ ጥፋቲ የስድብ ወርጃና ቁጠ ደርሶብሽ ነበር?					
3	ሆነ ብለው አንችን ለመገደት የሚያነዳድ ነገር ተናግሮብሽ ያወቃል?					
4	ከፍታችን ጥፍ ብሎሽ ያበርሩሽ ነበር?					
5	ያሽመቅቁሽ ነበር?					
6	አንቆሽሾ ወይም ስለራሰሽ በሰው ፍት መጥፎ ስሜት እንድሰመሽ አድርጎ ያወቃል?					
7	ይጠራጠሩሽ ነበር?					
8	ከጎደኞቼሽ ጋር እንደታሰልፍ ከልክሎሽ ያወቃል ወይ?					
9	የሰረሹን ገንዘብ በየወሩ ሰቶሽ ያወቃል ወይ?					

ለ. አካለዊ ጥቃትን በተመለከተ

ተ.ቁ	ጥያቄና ማጣሪያ	በፍጹም	አልፎ አልፎ	አንደንዴ	ብዙ ጊዜ	ሁልጊዜ
		1	2	3	4	5
1	ዕቃ ተወርወርብኝ ያወቃል?					
2	በጥፍ መትዎኝ ያወቀል?					
3	ተራግጣኝ ተወቃለኝ ወይ?					
4	ከግድግደወ ጋር አለትሞኝ ያወቃል?					
5	ቀጠሪዎቹ ከጠጡ በኋላ የአካል ጥቃት አድርሶ ብኝ ያወቃል ወይ ?					
6	በዱለ ይደበድቡኝ ነበር ወይ?					
7	ገፈትሮኝ ያወቃሉ ወይ?					
8	እጅሽንና ጸጉርሽን ይመገዙኝ ነበር?					

ሐ. ወስባዊ ጥቃትን በተመለከተ

ተ.ቁ	ጥያቄና ማጣሪያ	በፍጹም	አልፎ አልፎ	አንደንዱ	ብዙ ጊዜ	ሁልጊዜ
		1	2	3	4	5
1	በሚትሰርበት ቤት የአስገዳዶ መደፈር ጥቃት ደርሶብኝ ያወቃል ወይ ?					
2	ለመድፈር ሞክረዋል ያወቃል ወይ ?					
3	ለወሰባዊ ጥቃት ይጨቀጭቁሽል ወይ?					
4	የብልግና ጸያፊ ቃላት ይጠቀሙ ወይ?					
5	አንድ ነገር ያደርጋል ብለኝ በመፍራት የግብረ-ሥጋ ግኝት ነት አድርገኝ ነበር?					
6	ለመተሻሻት ይሞክረኝ ያወቃል?					
7	ወስብን የሚያነሱ የሰውነት ክፍልን ለመጎዳት ጥረት ያደርገኝ ነበር?					
8	ወስባዊ ጥቃት ለማድረስ ይሽኮረማም ነበር?					

ክፍል 4: ሴቶች በቤት ስራተኝነት እንድቀጠሩ ያረጋቸው ምክንያቶች

መምሪያ: ከዚህ በታች ያሉት መጠይቆች ሴቶች በቤት ስራተኝነት እንድቀጠሩ ያረጋቸው ምክንያቶችን የሚያመለክት ሲሆን ጥያቄዎች ከጎናቸው ከተቀመጡ አምስት አማራጮች ወይም ሳጥኖች መካከል ትክክል ነው ብለው የሚስማሙበትን አንድምላሽ ✓ ወይም X ምልክት በማድረግ ይምረጡ።

ተ.ቁ	ጥያቄና ማጣሪያ	በፍጹም	አልፎ አልፎ	አንደንዴ	ብዙ ጊዜ	ሁልጊዜ
		1	2	3	4	5
1	በቤት ስራተኝነት እንድትቀጠሩ ያደረገሽ ዝቅ ተኛ የኑሮ ደረጃ ሊሆን ይችላል ወይ?					
2	ወንዶች በሴቶች ላይ የበላይነትን ማንጸበረ ቅ አንዱ ማህባረዊ ችግር መሆኑን ተወቀለሽ ወይ?					
3	ፊታዊነቱን ማጣት አንዱ የቤት ስራተኞች ችግር ነው ወይ?					
4	ስለቤት ስራተኞች በኅብረተሰቡ ዘንድ ያለው ዝ ቅተኛ አመለካከት አንዱ ችግር መሆኑን ተወቀለሽ ወይ?					

ክፍል 5: በቤት ሰራተኞች ላይ የሚደርሰው ጥቃት የሚያስከትለው ወጤት

መምሪያ፡ ከዚህ በታች ያሉት መጠይቆች በቤት ሰራተኞች ላይ የሚደርሰው ጥቃት የሚያስከትለው ወጤትን የሚያመለክት ሲሆን ጥያቄዎች ከጎናቸው ከተቀመጡ አምስት አማራጮች ወይም ሳጥኖች መካከል ትክክል ነው ብለው የሚስማሙበትን አንድምላሽ ✓ ወይም X ምልክት በማድረግ ይምረጡ።

ተ.ቁ	ጥያቄና ማጣሪያ	በፍጹም	አልፎ አልፎ	አንድንድ	ብዙ ጊዜ	ሁልጊዜ
		1	2	3	4	5
1	ስር የሰደደ ራስ ምግታት ይሰማሽል ወይ?					
2	በምትሰርበት ቤት ወርጃ የማድረግ ሁኔታ ገጥሞሽ ያወቃል ወይ?					
3	ተስፋ የመቁረጥ ስሜት ይሰማሽል ወይ?					
4	በሚትሰርበት ቤት የአካል ጉዳት ደርሶብሰሽ ያወቃል ወይ?					

7.3. Amharic Interview Questions for FDWs

ሐረማያ ዩኒቨርሲቲ

ድህረ-ምራቃ ፕሮግራም መረሀ-ግብር

ሥነ-አእምሮ እና ሥነ-በሕርይ ትምህርት ኮሌጅ

ሳይኮሎጂ ድፓርትመንት(ሁለተኛ ዲግሪ በሶሻል ሳይኮሎጂ)

በሀዲያ ዞን በሆሳዕና ከተማ በግለሰብ ቤት ውስጥ ተቀጥረው ለሚሰሩ ለሴት እህቶች የቀረበ ቃለ- መጠይቅ

- 1.ዕድሜ: _____
- 2 በቤት ሰራተኛነት ስንት ዓመታትን ሰርተሾዎል?_____
3. በሚትሰርበት ቤት ስንት ቤተሰብ አለ ?_____
4. በአማካይ የወር ደመወዝሽ በእትዩጽያ ብር ስንት ነው?_____
5. በሚትሰርበት ቦታ ጥቃት እንድደርስ የሚያደርገቸው ዋና ዋና ምክንያቶች ምን ምን ነበር?_____
6. ከሥነ-ልቦናዊ ጥቃት ከአካላዊ ጥቃት እና ከወስባዊ ጥቃት አብዛኛውን ጊዜ በስራ ቦታ ጎልቶ የሚታየው የትኛው ነው?_____
7. በስራ ቦታ ተደፍረሽ፤ አካላዊም ሆነ ሥነ-ልቦናዊ ጥቃት ደርሶብሽ ያወቀል?አዎን ከልሽኝ፤ ሊትነግርኝ ትችያለሽ?_____
8. ጥቃትን ለመከላከል የሚመለከተቸው አካላት ለምሳሌ ሴቶች ህጻናትና ወጣቶች ጽ/ቤት፣ሰራተኛና ማህበራዊ ዋስትና ዩኒት ጉደይ ጽ/ቤት እና አሰሪና ሰራተኛ አገኛኝ ኤጄንሲ(ደላሎች) የሰሩት ሥራ አለ ወይ? አዎን ከልሽኝ ሊትነግሪኝ ትችያለሽ ወይ?_____
- 9.ቤት ሰራተኛ እንደመሆንሽ መጠን ከአሰሪዎች ያገጠሙሽ ችግር አለ ወይ ?_____
10. ለጥያቄ ቁጡር 9 መልሰዎ አዎን ከሊሽ ምን አይነት ጥቃት ወይም ችግር ደረሰብሽ ነበር?_____
11. ለወደፊት ያቀድሹ ዕቅድ አለ ወይ?_____

7.4. Amharic Interview Questions for WAO, LSAO and Brokers

ሐረማያ ዩኒቨርሲቲ

ድህረ-ምራቃ ፕሮግራም መረሀ-ግብር

ሥነ-አእምሮ እና ሥነ-በሕርይ ትምህርት ኮሌጅ

ሳይኮሎጂ ድፓርትመንት(ሁለተኛ ዲግሪ በሶሻል ሳይኮሎጂ)

በሀዲያ ዞን በሆሳዕና ከተማ ለሴቶች ህጻናትና ወጣቶች ጽ/ቤት፣ ሰራተኛና ማህበራዊ ዋስትና ዩኒት ጉደይ ጽ/ቤት እና አሰሪና ሰራተኛ አገኛኝ ኤጄንሲ(ደላሎች) የቀረበ ቃለ- መጠይቅ

1. ጾታ : _____

2. ደረጃ : _____

3. የመሥሪያ ቤት ስም: _____

4. መሥሪያ ቤታቹ በቤት ሰራተኝነት ተቀጥረዋል። በሚሰሩ ሴት እህቶች ላይ የሚደርሰውን ጥቃት ለመቀነስ የተለያዩ ስትራቴጂክ ዕቅድ ነድፎ ይንቀሳቀሳል? አዎን ከሌላ ሊዘረዝሩሉኝ ይችላሉ? _____

5. ተጠቅሞችም ሆነ የተጠቅሞች መረጃ ከዚህ በፊት መሥሪያ ቤት ይደረስ ነበር ? አዎን ከሌላ ዋና ዋና ጉዳዮቹን ቢገልጹልን? የተወሰደው የመሐፍትሄ አቅጣጫዎች ምን ምን ነበር? _____

6. ሴቶች ህጻናትና ወጣቶች ጽ/ቤት፣ ሰራተኛና ማህበራዊ ዋስትና ዩኒት ጉደይ ጽ/ቤት እና አሰሪና ሰራተኛ አገኛኝ ኤጄንሲ(ደላሎች) በግለሰብ ቤት ተቀጥረዋል። በሚሰሩ ሴት እህቶች ላይ የሚደርሰውን ችግሮችን ለመቀነስ ከቀጠሪዎች ጋር ተወያይቶ ያወቃሉ ወይ? ሌሎች ግላዊ፣ ማህበራዊና ተቆማዊ ችግሮች ከሌላ ቢገልጹልኝ? _____

7. መሥሪያ ቤቱ በሆሳዕና ከተማ በግለሰብ ቤቶች ተቀጥረዋል። በሚሰሩ ሴት እህቶች ላይ ሥነ-ልቦናዊ ጥቃት፣ አካላዊ ጥቃት እና ወስባዊ ጥቃት የደረሰባቸው ሰራተኞችን የሚያሳይ መረጃ ከሌላ ቢገልጹልኝ? _____