

**DOMESTIC VIOLENCE AND EMPLOYEE PERFORMANCE OF WOMEN IN
KAWEMPE DIVISION, KAMPALA CITY**

BY

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**A RESEARCH REPORT SUBMITTED TO THE COLLEGE OF HUMANITIES AND
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DECLARATION

I Namuto Norah, declare that this is my original work and to the best of my knowledge, it has never been submitted to any University by anybody else or institution for a degree award.

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APPROVAL

This research report has been submitted for examination with my approval as a University supervisor.

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Signature

..... 

Date

..... *October 15, 2019*

DEDICATION

With all the gratitude from my heart, I dedicate this work (report) to the almighty God who has enabled me to reach at this level and also ask him to help me finish this course, my believed parents, brothers, sisters, friends and my academic supervisor who always tirelessly support me morally and academically to accomplish this research work.

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LIST OF ACRONYMS

UK:	United Kingdom
NGO's:	Non-Governmental Organization
UNICEF:	United Nation Children Emergency Fund
NICD:	National Institute of Child Health and Human Development
BBC:	British Broadcasting Corporation
PTSD:	Post Traumatic Stress Disorder
NDVH:	National Domestic Violent Hotline
US:	United States
CPS:	Child Protective Services

ABSTRACT

The study is sought to investigate Domestic Violence and Employee Performance of Women in Kawempe Division, Kampala City. The study was guided by the following objectives (i) To determine the effects of Domestic violence in Kawempe Town Council, (ii) To examine the influence of effect of Domestic violence on work performance amongst Women in Kawempe Town Council and (iii) To establish the relationship between domestic violence and work performance among women in Kawempe Town Council.

The study employed a co-relational research design. However from the estimated population of 100, a sample size was determined using Slovene's Formula to 56 respondents. More so to obtain the desired data and relevant to the subject matter, the researcher used several instruments that can help in this research. The techniques that were used in this data collection are questionnaires and interview guide.

The study findings it was found that the various effects of effects of Domestic violence in Kawempe Town Council, Regarding the effect of domestic violence, the respondents rated this construct as generally Satisfactory for example in table 4.5 above shows that 20 (35.7%) of respondents strongly agreed that alcohol is the major cause of domestic violence and 16 (28.6%) agreed that alcoholism is the leading supplement or effect of domestic violence against women, while 11 (19.6%) disagreed and 9 (16.1%) strongly disagreed with the statement. The researcher concluded that majority strongly agreed that domestic violence against women is majorly caused by alcoholism. This therefore showed that the adequacy of alcohol and consumption of alcohol cannot work hand in hand with marriage because it results into abuse of women and domestic violence.

However from the findings, the researcher concludes that the study concluded that Sensitization and education of the families about the effects of domestic violence in relation to the domestic violence is on a low pace. Despite the education and knowledge acquisition about domestic violence in communities its effects and bad practices its clearly seen that this education has not affected long term behavior change amongst the families in households.

Lastly Basing on the findings of the study, it was recommended that to achieve lasting change, it is important to enact legislation and develop policies that protect women; address discrimination against women and promote gender equality; and help to move towards more peaceful cultural norms.

CHAPTER ONE: INTRODUCTION

1.0 Introduction

This chapter shows the introduction of the study, the background of the study, the problem statement, and the purpose of the study, research question as well as the scope of the study.

1.1 Background of the study

Government research indicates that one in four women and one in six men will experience domestic violence in their lifetime although women are more likely to experience repeat victimisation and serious injury.

Domestic violence also knows no boundaries of race, religion, disability, sexual orientation, age, gender identity, income or class: anyone may be affected.

Globally, the victims of domestic violence are overwhelmingly women, and women tend to experience more severe forms of violence. In some countries, domestic violence is often seen as justified, particularly in cases of actual or suspected infidelity on the part of the woman, and is legally permitted. Research has also shown there to be a direct and significant correlation between a country's level of gender equality, and actual rates of domestic violence. Domestic violence is among the most underreported crimes worldwide for both men and women. Men face additional gender related barriers in reporting, due to social stigmas regarding male victimization, and an increased likelihood of being overlooked by healthcare providers.

Domestic violence occurs when the abuser believes that abuse is acceptable, justified, or unlikely to be reported. It may produce intergenerational cycles of abuse in children and other family members, who may feel that such violence is acceptable or condoned. Awareness, perception, definition and documentation of domestic violence differs widely from country to country. Domestic violence often happens in the context of forced or child marriage. In abusive relationships, there may be a cycle of abuse during which tensions rise and an act of violence is committed, followed by a period of reconciliation and calm. Victims of domestic violence may be trapped in domestic violent situations through isolation, power and control, cultural acceptance, lack of financial resources, fear, shame, or to protect children. As a result of abuse, victims may experience physical disabilities, chronic health problems, mental illness, limited

finances, and poor ability to create healthy relationships. Victims may experience psychological problems, such as post-traumatic stress disorder. Children who live in a household with violence often show psychological problems from an early age, such as dysregulated aggression which may later contribute to continuing the legacy of abuse when they reach adulthood. (Global Rights for Women website, May 24, 2016).

PCS recognizes that because the incidence of domestic violence and domestic abuse is so prevalent that it is important that employers and trade unions develop strategies to support the victims of violence. (Global Rights for Women website, May 24, 2016). This is to ensure that their health and safety is protected, that they do not experience additional problems related to attendance or performance issues and that they can be directed towards sources of specialist advice and support.

PCS also plays a role in raising awareness of violence against women in all its forms in the UK and around the world and in campaigning and lobbying governments to develop strategies to address the causes of violence and to provide services and support to victims and their children. We also support and raise funds for the voluntary organisations working in this area.

This guide provides information for PCS negotiators and reps on supporting members who may be experiencing domestic violence or abuse, negotiating workplace policies and campaigning for positive change. Concannon, Diana (July 11, 2013).

The focus of this guide is on violence against women as this is the most prevalent form of domestic violence but the information provided will also be relevant to other forms of domestic violence and specialist contact information for organizations that support men as victims is also included.

The government defines domestic violence as "Any incident of threatening behavior, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality." Finley, Laura (July 16, 2013).

This includes issues of concern to black and minority ethnic (BME) communities such as so called 'honour killings'. Crime statistics and research both show that domestic violence is gender specific (i.e. most commonly experienced by women and perpetrated by men) and that any woman can experience domestic violence regardless of race, ethnic or religious group, class,

disability or lifestyle. Domestic violence is repetitive, life threatening and can destroy the lives of women and children.

Domestic violence can also take place in lesbian, gay, bisexual and transgender relationships, and can involve other family members, including children. Recent research also shows that disabled women may additionally be vulnerable to domestic violence and abuse from personal assistants and careers and that their particular needs are not being met in terms of the support services currently available. General Assembly (20 December 1993).

All forms of domestic violence – psychological, economic, emotional and physical – come from the abuser's desire for power and control over other family members or intimate partners.

Women may be affected by domestic violence in a number of ways. They may experience any or all of the following: Isolation from family/friends, Loss of income or work, Homelessness, Emotional/psychological effects such as experiences of anxiety, depression or lowered sense of self-worth, Poor health, Physical injury or ongoing impairment, If they are pregnant, they may miscarry or the baby may be stillborn, Time off work or study, and long-term impact on financial security and career, Death, two women a week are killed by their partners or former partners.

Research on homelessness for Shelter has found that domestic violence is "the single most quoted reason for becoming homeless". This study found that 40% of all homeless women stated domestic violence as contributor to their homelessness. (Global Rights for Women website, May 24, 2016). Women are also at greatest risk of homicide at the point of separation or after leaving a violent partner.

Domestic violence also has a detrimental impact on employment. According to Women's Aid research among employed women who suffered domestic violence in the last year, 21 per cent took time off work and two per cent lost their jobs.

It is well-established that domestic violence disproportionately impacts women. It is also well-established that economic independence and stability are crucial for women to escape an abusive relationship. What is less obvious, however, is the impact domestic violence has on women's employment. Lupri, Eugene; Grandin, Elaine (2004).

When women deal with the consequences of domestic violence, they have to miss work to do so. Women must take time off from work to obtain an order for protection, engage in safety planning, seek medical attention, obtain counseling services, secure legal assistance, find

childcare and/or relocate. For many victims, leaving an abusive relationship means completely starting over a time consuming and financially burdensome task. Finley, Laura (July 16, 2013).

Absent a legal mandate or employment policy, employers are under no obligation to provide victims of domestic violence with leave, and by missing work, victims put their employment and financial security at risk. In the U.S. alone, it is estimated that between 21% and 60% of victims lose their jobs for reasons related to domestic abuse.

Missing work also means missing a day of pay something most victims cannot afford to do. Nationally, it is estimated that victims lose a combined total of 8.0 million days of paid work each year.

In the simplest terms, the very steps victims need to take to leave an abuser, stay safe and begin to heal could jeopardize their ability to live on their own and support themselves and their families. This double bind is the reason many victims end up staying with their abusers. McCabe, James Dabney; Edward Winslow Martin (2003).

While previously ignored, the intersection of domestic violence and the workplace has become a recent area of focus for employers, lawmakers and advocates. This post seeks to: explain the impact domestic violence has in the workplace; provide an overview of relevant laws; and suggest that the current focus on this issue signals an important cultural shift in our collective response to domestic violence. Lupri, Eugene; Grandin, Elaine (2004).

The concept of “learned helplessness” is now outdated according to our current understanding of domestic violence. It is a psychological theory that initially arose from animal behaviour research and was popular in the 1970s and 1980s.

Women living with and leaving violent men say that they want the violence to stop and are often actively engaged in trying to protect themselves and their children from it. They may also try a number of ways to cope with or get the violence to stop, including changing their own behaviour, for example avoiding certain situations or appeasing the abuser by complying with his demands. García-Moreno, Claudia; Stöckl, Heidi (2013).

1.2 Statement of the problem

Domestic violence occurs in all countries, rich or poor, developed and developing with no regard to colour, social status or age. It is the most common form of violence against women and affects women across the life span.

The world health organization report show that 30 percent proportion of women experience Domestic violence which after their work performance and this can take many forms like, Absences at work. A victim is out of sick leave but has to miss work to attend a hearing regarding her order for protection. She is unable to find someone to cover her shift, and her employer fires her Foley (2003).

A victim is constantly afraid partner will harm her, and she is starting to feel hopeless. As a result, she suffers from anxiety and depression and has trouble concentrating at work. Discrimination a victim discloses to her employer that she is in an abusive relationship. Her employer views her as less professional and tells her she needs to keep her personal life separate from work life.

It is a common tactic for abusers to harass and/or stalk victims at their workplace in order to maintain control over them. If the abusive partner is prohibited from showing up at the victim's workplace, they may call multiple times a day or disseminate personal information about the victim to her coworkers. This behavior further isolates the victim and solidifies financial dependence. If the abuser causes enough of a disruption, the employer may decide to terminate the victim's employment.

Women may reach out to friends or family for help. When they do so, they can experience a variety of responses, ranging from the helpful to the utterly dangerous. However well-intended their help, friends or family may simply not know how to deal with the situation and may not be aware of the professional support and the legislative rights available. Therefore this research is intended to find out measures of cabbng down the act from our society today.

1.3 Purpose of the Study

The purpose of this study was to examine the effects of domestic violence on work place performance among women in Kawempe Town Council.

1.4 Specific Objectives

The study was guided by the following objectives

- i. To determine the effects of Domestic violence in Kawempe Town Council.
- ii. To examine the influence of effect of Domestic violence on work performance amongst Women in Kawempe Town Council.
- iii. To establish the relationship between domestic violence and work performance among women in Kawempe Town Council.

1.5 Research Questions

The study will be guided by the following questions

- i. What are the effects of Domestic violence in Kawempe Town Council?
- ii. How does Domestic violence effect work performance amongst Women in Kawempe Town Council?
- iii. What is the relationship between domestic violence and work performance among women in Kawempe Town Council?

1.6 Scope of the study

1.6.1 Geographical scope

The study will be conducted in Kawempe Town council; this study area was selected because it seems to have vital information about domestic violence amongst the women who work in offices. Kawempe town council is located in Kawempe Town Council in central Uganda approximately 360 kilometers away from Kampala the Capital City of Uganda.

1.6.2 Time scope

The study will take a period of four months between June to September 2019.

1.6.3 Content Scope

The study will cover domestic violence, will also look at families with a poor work place performance among Women, and look at issues like how work is not effectively done and deadlines are not met by the women.

1.7 Significance of the Study

The study findings may help to identify and highlight the weaknesses families and offer suggestion that can be utilized to improve on their performance strategies in order to improve relations between all stakeholders in the district and the country at large.

This may help the district to improve its image after implementing the necessary effective measures.

The study findings may help to build on the body of the existing literature and knowledge. This will help to provide reference for future researchers and they will be able to carry out research with ease since this study will provide secondary data to the researchers.

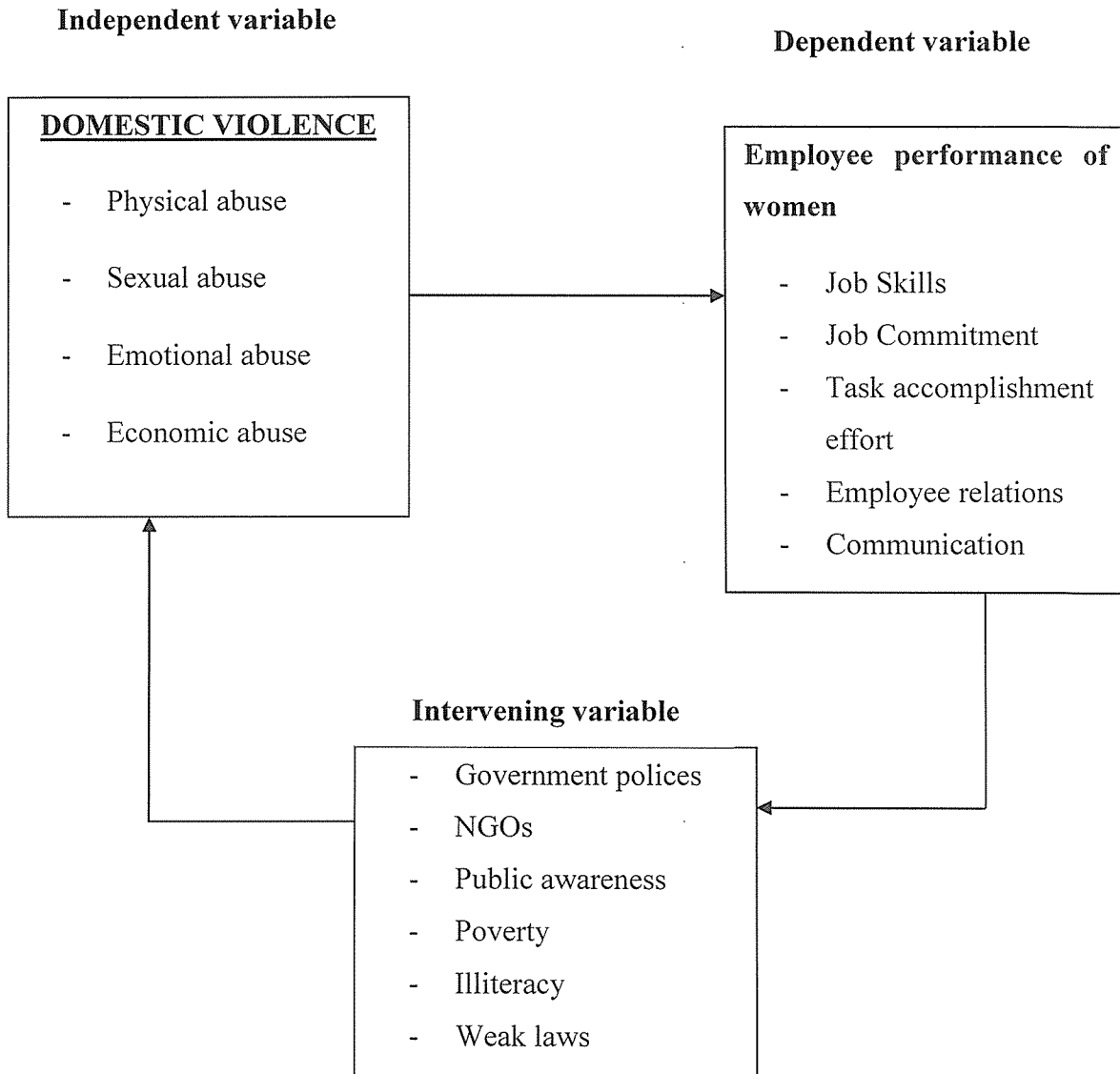
The study will help to build on the researcher's knowledge and understanding of the study variables. It will also help the researcher to gain more skills of conducting research and this will be important to the researcher while in office or pursuing further studies.

It may also help the researcher to appreciate the concept of the course studied.

1.8 Conceptual Framework

Figure 1: Conceptual framework

Diagram showing relationship between domestic violence and child welfare



Source: Primary Data 2019

The framework show a clear conceptualization of the independent and dependent variables, the independent variable is conceptualized through physical abuse, Sexual abuse, Emotional abuse, Economic abuse. While the dependent variable is on issues of Job Skills, Job Commitment, task accomplishment effort, Employee relations and Communication. However there are some intervening factors such as government policies, NGOs, Public awareness, poverty, illiteracy, weak laws. The presence of the positive independent variable has a positive effect on dependent variable while presence of negative awareness reduces work performance.

Furthermore Domestic violence refers to the violent acts inflicted on a person with in the family, One World UK, (2013). Domestic violence is manifested in a number of different forms of domestic violence include physical abuse on any one in the family like wife battering, psychological or emotional abuse like denial of basic needs within the family. While employee performance refers to the fundamental component that facilitates organizational growth and sustainability, specifically being affected by the incentive system employed in an organization. It has been said that domestic violence makes women to suffer and live in bad conditions that may lead them to suffer from problems such as self-respect, psychological problems, and emotional problems etc. from their bosses which has affected work force of women.

1.10 Definitions of key terms and concepts

Domestic Violence. For the purpose of this study, “domestic violence” refers to any physical, sexual, mental, or financial abuse in a home.

Work Efficiency: accomplishment of or ability to accomplish a job with a minimum expenditure of time and effort.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter looks at the related literatures from the different writers about Domestic violence and poor work performance.

2.1 Etymology and definitions

The first known use of domestic violence in a modern context, meaning violence in the home, was in an address to the Parliament of the United Kingdom by Jack Ashley in 1973. The term previously referred primarily to civil unrest, violence from within a country as opposed to violence perpetrated by a foreign power.

Traditionally, domestic violence (DV) was mostly associated with physical violence. Terms such as *wife abuse*, *wife beating*, and *battering* were used, but have declined in popularity due to efforts to include unmarried partners, abuse other than physical, female perpetrators, and same-sex relationships. Domestic violence is now commonly defined broadly to include "all acts of physical, sexual, psychological or economic violence" that may be committed by a family member or intimate partner.

The term *intimate partner violence* is often used synonymously with *domestic abuse* or *domestic violence*, but it specifically refers to abuse occurring within a couple relationship (i.e., marriage, cohabitation, or non-cohabitating intimate partners). To these, the World Health Organization (WHO) adds controlling behaviors as a form of abuse. Intimate partner violence has been observed in opposite and same-sex relationships, and in the former instance by both men against women and women against men. *Family violence* is a broader term, often used to include child abuse, elder abuse, and other violent acts between family members. *Finley, Laura (July 16, 2013)*.

2.2 The effects of Domestic Violence

Domestic violence (also named domestic abuse, battering, or family violence) is a pattern of behavior which involves violence or other abuse by one person against another in a domestic setting, such as in marriage or cohabitation. Intimate partner violence is violence by a spouse or partner in an intimate relationship against the other spouse or partner. Domestic violence can

take place in heterosexual and same-sex family relationships, and can involve violence against children in the family or, in some U.S. states, violence against a roommate.

Domestic violence can take a number of forms, including physical, verbal, emotional, economic, religious, and sexual abuse, which can range from subtle, coercive forms to marital rape and to violent physical abuse such as female genital mutilation and acid throwing that results in disfigurement or death. Domestic murders include stoning, bride burning, honor killings, and dowry deaths.

Physical abuse

Domestic violence is the mishandling and mistreatment of family members by either spouse. It could be contrasted with an annulment. This is a declaration that a marriage is void, though the effects of marriage may be recognized in unions such as spousal support or alimony, child custody, child support and distribution of property.

Those who domestic violence are also more susceptible to a wide array of psychological difficulties: They are 6 to 10 times more likely to use inpatient psychiatric facilities (Seagraves, 1980), are at greater risk to commit suicide (Stack, 1990), and suffer higher rates of anxiety, depression, phobias, and general unhappiness (Gove and Shin, 1989; Kurdek, 1990, 1991). Worse domestic violence can act as a chronic stressor, causing long term mental problems (McCubbin and Patterson, 1982; Wallerstein and Blakeslee, 1989).

We can also expect a higher incidence of physical illness among domestic violent and separated couples than those who are happily married (Gove, Style, and Hughes, 1990). The explanation may lie in the suppressed immunological functioning found in people who are domestic violent, separated, or in unhappy marriages (Ader, Cohen, and Felton, 1990; Kielcolt-Glaser et al., 1987). Whatever the reason, domestic violent people, especially women (Kurdek, 1991), are at higher risk of physical as well as psychological maladies.

Murder, domestic violence generates a lot of hostility and animosity between the partners to the effect that either of them may be drawn into conspiring and murdering the other. This can be done by hiring thugs to finish the partner off. A bad example evolves out of domestic violence to other families since they are so rampant today, young couples facing problems in marriage would not seek for better and lasting solution to the problem instead domestic violence is made to appear as the only solution, domestic violence therefore breeds more domestic violence.

Hatred, sex creates a permanent relationship between husband and wife of when this breaks, it creates great emotional strain. Domestic violence is a painful experience and gives no easy room for reconciliation and forgiveness, it make partners develop a feeling of frustration, guilt, hatred, revenge and homicide. Financial burden, domestic violence is usually accompanied by so many demands and in many cases the man may be compelled to forgo substantial amount of hard cash and asset to his domestic violent wife, if they have many children he may have to pay a lot of money and other support to his domestic violent wife and children. Lack of trust, after going through domestic violence especially if the fault is of one of the partners it's likely that in future one may fail to trust anybody.

Infanticide, some women when abandoned while pregnant, they may end up killing the child instead of it being a burden/problem to her, the child is killed to avoid her from taking the responsibilities alone. Some women will give birth to a child after domestic violence and abandon the baby in the dust bin so that the families home institutions for them to take of the abandoned children. Street children, some mothers will look after the children until they are mature enough and but when they are harassed with poverty they can't look after the children, such children end up in streets begging for survival, so domestic violence causes the problem of street children.

Harassment, children as a result of domestic violence experience a lot of harassment from people who look after them, they transfer their problem to the children as if they are the cause of their parents domestic violence. Suffering, domestic violence causes serious suffering to the children because they lack basic necessities in life like good nutrition (food), clothing and decent lifestyle, and the absence of the father who is the source of financial support leads to serious suffering.

A range of personality characteristics and behaviours attributed to oneself or, more frequently, one's spouse, have been mentioned in the literature as reasons for marriage breakdown. Often included in this category are alcohol and drug use problems, jealousy, dominance, immaturity, gambling, physical and emotional violence, and mental illness (Thurnher et al. 1983; Burns 1994; Wolcott 1984; Amato and Rogers 1997).

Physical and mental illness can increase stress in relationships and lower marital satisfaction. Poor health can strain finances, affect sexual relations, and create tensions around caring and the division of labour – leading to diminished marital satisfaction (Booth and Johnson 1994). Illness can also bring couples closer together, depending on the nature of the illness, supports available

and levels of marital cohesion. Depression and other mental health illnesses appear to have a greater impact on marital satisfaction than many physical illnesses (Schmaling and Sher 1997). Domestic violence normally brings emotional and physical disturbance rather than the anticipated sense of freedom. In fact, various studies have shown that those who are domestic violent have high rates of suicide, death from various other causes, accidents, physical and mental ailments, and alcoholism (Kitson, Babri, and Roach 1985:274; Kurderk 1990; Richards, Hardy, and Wadsworth 1997). In some cases, they existed prior to, and helped bring about, the domestic violence. But they also can result from the domestic violence. A study of domestic violent women found that anger, loneliness, and depression can continue for ten years or more after the domestic violence (Wallerstein 1986). Domestic violence is a major health problem in the nation, it is likely to become even more severe as fathers take a more nurturing role in the family and thereby suffer greater loss if their relationship with their children must change (Jacobs 1982). Incidentally, in trying to assess the amount of trauma involved in domestic violence, we should not overlook those in larger family groups, such as the parents of the divorcing couples. They may be sufficiently distressed by the domestic violence to require some kind of supportive help (Johnson and Vinick 1981).

Sexual violence

Sexual abuse includes any act or conduct that violates, humiliates, degrades or otherwise violates the sexual integrity of the complainant. Rape and sexual abuse have been used as weapons of war throughout history. The lack of stability and security leaves women and girls in particular more vulnerable than ever to violence. But for a long time it was just accepted that this was inevitable where conflict was happening, and few efforts were made to prosecute perpetrators for mass rapes and sexual violence. But the report by Human Rights Watch 2005 confirms the presumption that a spouse consents to sex with her partner throughout the marriage relationship means that the act of marital rape is legally impossible and cannot amount to domestic violence. Major General Patrick Commandeur, former UN Peacekeeping Operation commander in DRC stated that; 'It is now more dangerous to be a woman than to be a soldier in conflict.'

The Geneva Convention has in theory protected individuals from rape and threatened acts of violence in conflict zones since 1949. Only in 1998 did the UN pass a resolution classing sexual violence in conflict, including rape, as a war crime.

Sexual violence includes female genital mutilation (FGM), cases for force prostitutions. In relation to sexual intercourse, Sir Matthew Hale in his *History of the Pleas of the Crown* (1736) wrote: "The husband cannot be guilty of a rape committed by himself upon his lawful wife, for by the mutual matrimonial consent and contract the wife had given herself up in kind to her husband, which she cannot retract." This rule survived in relation to rape per se until very recent times, though for the past fifty years or more the courts have been prepared to act against physical violence.

Psychological Abuse

Domestic violence has a major psychological impact on children and adults as well. In a classic study, Robert Weiss (1979) observed single parents for several years and identified three common source of strain: responsibility overload-single parents must make all the decisions and provide for all the needs of the families; task overload-working, housekeeping, and parenting take up so much time that there is none left to meet unexpected demands; and emotional overload-single parents must constantly give emotional support to their children regardless of how they feel themselves. This and other research suggests that the number of parents in the home is not as crucial as the functioning of the member who is present (Lamanna 1997).

Children may experience domestic violence as the end of life as they knew it, as a falling apart and a severe disruption of their existence. They feel fear, anger, depression, and confusion. Often they blame themselves for contributing to their parents' difficulties. Over a long period, children (and, typically, their mothers) experience domestic violence as a severe diminution in their material well-being; one of the leading causes of poverty among children is the dissolution of their parents' marriage. They may also become "latchkey children," far more responsible for their own care after school and for the care of their siblings than they might have been had there not been domestic violence.

Much research focuses on families with preschool children in the period immediately following a domestic violence. The lifestyle of these families often become chaotic-meals are eaten at irregular times, the children's bedtimes are erratic, and so forth. The separated spouse experience anxiety, occasional depression, and personal disorganization, and the children tend to be bewildered and frightened. Other research has found that children whose parents are domestic violent are twice as likely as children from intact families to need professional help for an emotional, behavioral, mental, or learning problem (Weissbourd, 1966). The Effects of

Domestic violence on Children's Feelings. Children can react in various ways with an impending domestic violence. Some children can become very sad, showing symptoms of depression and even be unable to sleep. Their levels of anxiety become very high as they experience feelings of being rejected or abandoned by one parent and sometimes even both. Some situations of domestic violence can even end up making children feel extremely lonely, which is usually because one parent may be absent for a long time.

Regardless of what the situation may be, a domestic violence usually affects children in some way or the other. While some children may be scarred psychologically on a long-term basis, others may feel the emotional pangs for a short period of time, and then learn to cope with it, and perhaps even get over it. Of course, a lot depends on how well the situation is handled by the parents.

The Behavioral Aspects of the Effects of Domestic violence on Children can display a wide range of behavioral changes due to experiencing the traumatic effects of domestic violence, from difficulty in sleeping to highly harmful behavior like violence, drug abuse, and sometimes even suicide. Some of the other behaviors can include regressive behavioral patterns like using comfort items, displaying fears, and bed-wetting, as well as repetitive physical behaviors, nervous habits, and problems in schools on academic standards and performance.

They can become whiny and clingy and require greater attention and understanding of their behavior and moods. This is the period when they require greater emotional nurturance. Many children feel that they must take care of their domestic violent parent. One of the widespread behavioral characteristics displayed by children of domestic violent parents is to take on the care of emotionally disturbed parents in totality.

Beyond the material effects of domestic violence, there are the long-term effects on family roles and the feelings of family members. Moreover, both men and women have a diminished capability for parenting after domestic violence. They spend less time sensitive to their needs even a decade after the domestic violence; the parent may be chronically disorganized and unable to meet the challenges of parenting. Instead, they come to depend on their children to help them cope with the demands of their own lives, thereby producing an "overburdened child"-one who, in addition to handle the normal stress of childhood, also must help his/her parent ward off depression (Wallerstein and Blakeslee 1989; Wallerstein Lewis; and Blakeslee, 2000).

There is a silver lining to the dark cloud of domestic violence; however so many adults who are now marrying for the first time come from families that have experienced domestic violence, they are likely to take more time in selecting their mates in an effort to make sure that their choice is best for both partners; in addition, they try to become economically secure by marrying, thereby eliminating a major source of stress in a new marriage (Cherlin, 1996).

Economic abuse

It is also possible that couples may not recognise that concerns about income or insecure employment may underline some of the stresses and tensions in the relationship that contributed to its breakdown. Financial hardship can increase isolation, emotional stress, depression and lower self-esteem, which, in turn, can generate or exacerbate marital tensions (Kinnunen and Pulkkinen 1998; Yeung and Hofferth 1998). Marriage counseling and family support agencies have suggested that financial strains have a negative impact on relationships and family life (House of Representatives Standing Committee on Legal and Constitutional Affairs 1998; West-Meads 1993).

Despite recent attention to increased pressures and hours of work in a competitive economic climate, and the effect on families attempting to balance work and family life (Glezer and Wolcott 1998; Morehead et al. 1997), work issues and work and family time were cited by only 3 per cent of respondents as the primary reason for domestic violence. Work related demands and pressures that generate tension and stress may go unrecognised. However, they can spill over into family life in the form of lack of time, emotional and physical energy to invest in the partnership and children, which can lead to marital conflict and dissatisfaction (Thompson 1997; Glezer and Wolcott 1998).

Domestic violence, even when it is desired by both partners, is always accompanied by considerable emotional and financial strain. This is especially true for women, who often have to work and care for children without adequate economic and psychological help from their partners. Because more jobs are often to them, well-educated women are able to cope with the effects of domestic violence and in fact may choose not to remarry. Other women have more limited options. Most husbands do not continue to support their families after the domestic violence, although they are often legally required at least to pay child support. Domestic violence mothers, therefore, are frequently forced into poverty and dependence on public assistance; the leading cause of dependence on welfare (formerly known as Aid to Families with Dependent

Children) is domestic violence desertion (Ellwood, 1988). And because it is assumed that domestic violent people will soon remarry, adequate social supports are not provided to single mothers.

Research shows that children of domestic violent parents tend to develop behavioral problems and do less in school than children in intact families. They are more likely to engage in delinquent acts and to abuse drugs and alcohol. They often experience an emotional crisis, particularly in the first two years after domestic violence. What is more, when children of domestic violent parents become adults, they are less likely than children of non-domestic violent parents to be happy. They are more likely to suffer health problems, depend on welfare, earn low incomes and experience domestic violence themselves. In one California study, almost half of domestic violent parents entered adulthood as worried, underachieving, self-deprecating, and sometimes angry young men and women (Wallerstein and Blakeslee, 1989; Wallerstein, Lewis, and Blakeslee, 2000). Clearly, domestic violence can have serious, long-term, negative consequences for children.

Financially, domestic violence can sometimes be good news-for men. Most recently men enjoy higher standards of living because they maintain their income level while jettisoning most family responsibilities and expenses (Duncan and Hoffman, 1985; Weitzman, 1985; Hoffman and Duncan 1988). On the other hand, evidence abounds regarding the economic losses of domestic violent women. Not only do most women lack men's career resources, but after domestic violence they usually shoulder the burden of child-care responsibilities and must therefore either enter the labor market or work harder and longer hours (Peterson, 1989). For many such women, remarriage offers the best path to economic improvement (Johnson and Minton, 1982; Duncan and Hoffman, 1985).

2.3 Domestic violence and work performance

Over 80 percent of domestic violence victims report that their work performance was negatively affected. Absenteeism and poor work performance can leave victims vulnerable to discipline, and some even lose their jobs.

“Dealing with my ex-husband left me feeling anxious, tired due to lack of sleep. It affected the pleasure my work usually gives me.”

Work can be a safe haven for someone who is experiencing violence at home. The financial security of a job and some time away from their abuser can help a person experiencing violence seek support or make a plan to leave the relationship. However the workplace can also be a dangerous place for victims as abusers know where to find them. *McQuigg, Ronagh J.A. (2011)*, Abusers also feel the impacts of their behaviour at the workplace. They may use work time or equipment to send abusive messages or otherwise plan and carry out violent acts. They may be preoccupied or distracted, affecting their work performance and leaving them vulnerable to discipline or job loss – which then puts their victim at greater risk as unemployment is a risk factor for serious injury or death. *Concannon, Diana (July 11, 2013)*

Co-workers and others in the workplace can also experience the negative effects of DV through increased workloads, stress, calls or visits from their co-worker's abuser, and other potential safety risks.

2.4 Possible signs of domestic violence

The following are some of the signs of domestic violence in the society today; late or high absenteeism rate without explanation; uncharacteristic depression, anxiety, distraction or problems with concentration; changes in the quality of work performance for no apparent reason; the receipt of repeated upsetting calls/faxes/e-mails, or the individual being a victim of vandalism or threats; obsession with time or avoiding lunch breaks or socialising outside work; needing regular time off for appointments; inappropriate or excessive clothing; repeated injuries, or unexplained bruising or explanations that do not fit the injuries displayed; or increased hours being worked for no apparent reason. *García-Moreno, Claudia; Stöckl, Heidi (2013)*.

It is important to note that this is not a checklist, some may display no indicators. Individuals experiencing domestic violence suffer a broad range of physical and emotional consequences.

For some, the violence greatly affects their lives over a significant period of time and the process of recovery can be long and hard.

Others may be able to start again relatively quickly after leaving an abusive relationship.

If domestic violence is suspected, any discussion about the employee's situation should take place in private. Any questions should be asked with care and sensitivity, reinforcing that, as far as possible, confidentiality would be respected.

Line managers, should try to be specific during the meeting and make clear that what they have seen is leading them to have the conversation.

Signs of violence should not be ignored, but the employee should not be pressured into disclosing any personal information that they do not feel comfortable disclosing. *McQuigg, Ronagh J.A. (2011).*

2.5 What can all employees do in the workplace?

Co-workers and colleagues may recognise that a fellow employee is in an abusive situation at home.

Any employee should be able to speak in confidence to either their line manager or a HR division contact if they have concerns about the safety of a colleague.

It might be difficult for the individual being abused to acknowledge the problem directly with their work colleagues but all employees can take basic steps to assist friends and colleagues experiencing domestic violence: *Finley, Laura (July 16, 2013).*

Talk to the individual and explain that you're concerned and ask if there is any way that you can help; offer the opportunity to talk without applying pressure to reveal more details than the individual is prepared to give; offer support and be a good listener but do not make assumptions about the relationship, whilst being clear that the abuse is wrong. Remember that you are trying to be supportive, not to make the individual feel judged; explain that they are not alone and that there are many others experiencing domestic violence. Acknowledge that it takes strength to trust someone enough to talk to them about experiencing abuse; help report incidents to managers or HR with their consent; and get support themselves. *García-Moreno, Claudia; Stöckl, Heidi (2013),*

Employees, as with line managers, should recognise that they are not counsellors and should not feel that they need to give advice.

It is important that they do not promise more than they are able to provide in the way of support and are aware of their own well-being, particularly as they may be putting themselves into a dangerous situation if the abuser becomes aware of their support. (Global Rights for Women website, May 24, 2016).

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter presents the detailed plan of how the study was conducted. It presents the study Design, study population, sampling techniques, data sources, data collection methods and instruments, Data presentation and interpretation of findings.

3.1 Research Design

The study employed a co-relational research design; this research design is chosen because the study sought to establish whether there was a significance relation between the study variables. Further still, study will apply descriptive approach to ascertain and be able to describe the characteristics of variables of interest in a situation; from primary and secondary sources. In this context the study was based on the views of respondents to make conclusions and recommendations.

3.2 Study Population

The study was conducted at the Kawempe Town Council offices, the institution concerned with dealing with civil servants. The study targeted forty (33) respondents at Kawempe Town Council. 100 respondents as the size of population study was targeted and these included; the Leaders, Directors, Accountants, and lastly Office Assistants.

3.3 Sample Size

From the estimated population of 100, a sample size was determined using Slovene's Formula to come up with appropriate sample size to be used in the study.

The sample size was calculated mathematically using the formula below;

$$n = \frac{N}{1 + Ne^2}$$

Where; n = the sample size

(e) Margin of error that is 0.05

N = Total population of respondents that is 100.

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{100}{1 + 100(0.05)^2}$$

$$n = \frac{100}{1 + 100 * 0.0025}$$

$$n = \frac{100}{1.175}$$

$$n = 56$$

Table 3.1: Showing Research Population

Type of Population	Population Target	Sample Size
Leaders	50	31
Directors	30	15
Accountants	4	2
Office Assistants	16	8
Total	100	56

3.4 Sampling Techniques

Purposive sampling: This technique was used in selection of management staff in this study; it refers to a method of sampling where the researcher deliberately chooses who to include in the study based on their ability to provide necessary data. The rationale for choosing this approach is to enable the researcher to obtain key information and knowledge regarding the subject matter from key informants with expertise. The researcher used this technique to select women and leaders from the district.

Simple Random Sampling: The researcher also utilized this technique to select eligible respondents. Simple random sampling is a form of respondents' selection where respondents are selected randomly and this is done to ensure that bias is avoided in selection of respondents (Mugenda and Mugenda, 2003). This technique was used in selection of staffs and respondents from the public.

3.5 Sources of Data

Type of data in this study was data subject (self-report data). Whereas, according to Indriantoro (1999) data on the subject is the kind of research data in the form of opinion research, attitude, experience and characteristics of the person or persons who become subject peneliltian responders.

3.5.1 Primary Data

Under this kind of data, primary data is the data sought and processed individually by the investigator and has not been published by individual groups or institutions to the various parties concerned.

3.5.2 Secondary Data

Secondary data source research data was obtained directly through intermediary / acquired and recorded by others (Indriantoro, 1999). This type of data was obtained from literature studies relevant to the research, as well as an overview of enterprise data obtained from magazines or via the internet.

3.6 Data Collection Methods

To obtain the desired data and relevant to the subject matter, the researcher used several instruments that can help in this research. The techniques that were used in this data collection are as follows:

3.6.1 Questionnaires

The researcher used the questionnaire to collect primary data. The researcher issued questionnaires to district leaders, the working class women and the general public. This instrument was used due to its suitability of having an ample time for the concerned persons to adequately fill the form.

3.6.2 Interview Guide

The interview refers to a personal exchange of information between the interviewer and the interviewee (Bowling, 2002:147). In qualitative research, interviews are usually undertaken to involve some form of conversation with purpose. To obtain most current statistics and

information as well as to collaborate information already obtained from other sources; interviews provided clarification and information for the assessment of domestic violence and poor work place performance. Questions related to domestic violence and poor work performance were widely covered through this tool.

3.6.3 Data Quality Control

A standardized questionnaire is developed in harmony with the guidelines specified by Sekaran (2000). With the help of the supervisor, the instruments were subjected to critical examination and any vagueness was sorted out to ascertain the validity of the items in the questionnaire.

3.7 Data Analysis and Presentation

Data gathered from questionnaires was statistically analyzed using SPSS; first of all, questionnaires will be edited and coded then entered into SPSS to generate descriptive results in form of frequencies and percentages, in tables and figures from which meaningful interpretation were drawn. Generating frequencies and percentage using bar-charts, pie-charts and diagrams; these were used to show the distribution of respondents on each of the independent and dependent variable.

3.8 Ethical Considerations

The researcher obtained an introductory letter from the university permitting her to proceed on to gather data from the study area. The obtained introductory letter was then be used to seek permission and consent from all the respondents. Given the nature of the project anonymity was observed as some people may not want their names and age to be recorded. The researcher also observed extreme confidentiality while handling the responses. Information was availed to the respondents that the researcher would not cause any danger directly or indirectly and that participation is voluntary.

3.9 Limitations of the Study

The researcher anticipants to face the following limitations in the course of accomplishing this study;

- a) Financial constraints: Researcher studies are quite costly academic undertakings that require thick pockets to carry out a thorough study; but since the researcher is self-sponsored and unemployed, limited funds were a challenge to the researcher for smooth accomplishment of the study, in times of printing materials, purchasing, transport, telephone charges among others. However, the researcher overcame this challenge by soliciting for funds from relatives and friends besides foregoing pleasure.
- b) Time Constraint: Given the fact that study is undertaken during the final semester of the researcher and in the course of lectures with its associated tasks; time factor is a serious challenge in this bid. However, the researcher designed a time framework to fit every academic activity within the researcher's reach.
- c) Geographical Scope: It is worth to note that, the study was carried out within a wide area, covering a large population scopes hence it took long to gather the findings may not be comprehensive in nature thus, results be fit the big picture. However, the researcher endeavored to seek information from experts with in-depth knowledge about the study subject.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

4.0 Introduction

This chapter presents data analysis and interpretation of the results which are organized based on the research objectives and the corresponding research questions. The chapter gives the response rate and description of respondents by their profile, which is followed by findings on the three objectives. The objectives are to (i) to determine the effects of Domestic violence in Kawempe Town Council. (ii). to examine the influence of effect of Domestic violence on work performance amongst Women in Kawempe Town Council, (iii) to establish the relationship between domestic violence and work performance among women in Kawempe Town Council.

4.1 Response Rate

One of the entire instrumental distributed, those that were equivalent to the target sample of 56 employees from Kawempe Town Council were collected and accepted, yielding 100% response rate. Upon collecting the filled instruments from the respondents, the researcher and his assistants checked to ensure that all items in a retained questionnaire were responded to. Where omissions were noted, the concerned respondent was requested to fill the missing response. All the 56 questionnaires were considered for statistical analysis.

4.2 Profile of the respondents

The profile variables for which data was obtained include sex, age, education attainment and number of years served in the present position. The distribution of the respondents are presented in tables 4.1 -4.4.

4.2.1 Sex of the respondents

Sex of the respondents was collected to establish the composition of the respondents as regards to the two sex of male and female and is indicated in table 4.1.

Table 4.1: Sex of respondents

Sex Categories	Frequency	Percentages (%)
Male	30	54.0
Female	26	46.0
Total	56	100

Source: Primary Data, 2019

Table 4.1 indicated that, 26 out of the 56 respondents were female representing 46.0% while 30 as well out of 56 respondents were male representing 54.0% of the respondents. The high percentage of male respondents is attributed to the fact that the Ugandan population still favors boys in most aspects of education. This was the expectation of the researcher because literature has it that despite the continued efforts to bring women to formal employment through attempts such as affirmative action, a significant number of them especially in developing countries are still confined in the informal sector (Sendabo, 2004).

4.2.2 Age of the respondents

The age profile of the respondents is given in table 4.2

Table 4.2: Age of the respondents

Age of Categories	Frequency	Percentage
18-28 years	18	32.1
40-50 years	15	26.8
51 years and above	12	21.4
29-39 years	11	19.6
Total	56	100

Source: Primary Data, 2019

According to the table 4.2 one of the 56 respondents involved in the study 18 (32.1%) of respondents were between 18-28 years, 15 (26.8%) were 40-49 years, 12 (21.4%) were 51 years

and above and 11 (19.6%) were 29-39 years old. The findings indicated that most of the respondents were youths. From the ages of 18-28 years whose percentage age is highest (32.1%).

4.2.3 Highest education attainment

The Highest level of education qualification respondents is indicated in table 4.3

Table 4.3: Education background of the respondents

Education Qualification	Frequency	Percentage
Certificate level	16	28.6
Diploma level	14	25
Degree level	12	21.4
Post-Graduate	5	8.9
Others	9	16.1
Total	56	100

Source: Primary Data, 2019

According to table 4.3 out of the 56 respondents, 16 (28.6%) were certificate holders 14 (25%) were Diploma holders, 12 (21.4%) were of Degree holders, 9 (16.1%) (16.1%) were of other specifications, and finally 5 (8.9%) were post graduate holders. The findings indicate most of the respondents in the study were holders of certificate level (i.e. 28.6%) suggesting that they (holders of certificate level) dominates the labour force of the organisation covered by the study.

4.2.4 Job Positions of the respondents

The distribution of the respondents by their job occupation is indicated in table 4.4.

Table 4.4: Job Position of the respondents

Job Position Categories	Frequency	Percentage
Leader	25	44.7
Director	11	19.6
Accountant	11	19.6
Office assistant	5	8.9
Others	4	7.2
Total	56	100

Source: Primary Data, 2019

According to table 4.4 out of the 56 respondents, 25 (44.7%) were leaders, 11 (19.6%) of the respondents were Directors, 11 (19.6%) were the Accountants, 5 (8.9%) were Office Assistants, and 4 (7.2%) were of other job specification. The findings inculcated that all the categories of the respondents were all covered in regard to their occupational background and the majority of the respondents were leaders because they secured the highest percentage (44.7%).

4.3 The effects of Domestic violence in Kawempe Town Council

This section presents the description of the independent variable using means and standard deviation. According to the conceptual framework (Figure 1), the Independent variable in this study was domestic violence, broken down in terms of 6 constructs among employee Women in Kawempe Division. Thus section B of the questionnaires was devoted to the Independent variable.

Table 4.5: The effects of Domestic violence in Kawempe Town Council

Response on Domestic Violence	SA		A		D		SD		TOTAL	
	F	%	F	%	F	%	F	%	F	%
Whether alcoholism is the leading effect of domestic violence in against women										
Does mental or psychological problems are the cause of domestic violence against women	20	35.7	16	28.6	11	19.6	09	16.1	56	100
Marital disorders as the causes of domestic violence among women	22	39.3	14	25	17	30.4	03	5.3	56	100
Jealousy causes domestic violence among women	28	50	10	25	10	17.9	04	7.1	56	100
Social stress and domestic violence	30	53.6	10	17.6	11	19.6	05	9.2	56	100
Power, control and domestic violence among women	25	44.6	18	32.1	11	19.6	02	3.7	56	100

Source: Primary Data, 2019

Table 4.5 above shows that 20 (35.7%) of respondents strongly agreed that alcohol is the major cause of domestic violence and 16 (28.6%) agreed that alcoholism is the leading supplement or effect of domestic violence against women, while 11 (19.6%) disagreed and 9 (16.1%) strongly disagreed with the statement. The researcher concluded that majority strongly agreed that domestic violence against women is majorly caused by alcoholism. This therefore showed that the adequacy of alcohol and consumption of alcohol cannot work hand in hand with marriage because it results into abuse of women and domestic violence.

Table 4.5 above shows that 22 (39.3%) of respondents strongly agreed and 14 (25%) agreed that mental illnesses and psychological issues are among the major causes of domestic violence against women, this is based on the fact that many men come back home disorganized from their work place or even on drugs which renders them unfit mentally, while 17 (30.4%) disagreed and 03 (5.3%) strongly disagreed with the statement respectively. The researcher concluded that majority strongly agreed that domestic violence against women is majorly caused by mental and psychological challenges whereas some of the respondents disagreed and strongly disagreed citing other effects of domestic violence.

Table 4.5 above shows that 28 (50%) of respondents strongly agreed and 14 (25%) agreed that marital disorders cause domestic violence against women, while 10 (17.9%) disagreed and 04 (7.1%) strongly disagreed with the statement. The researcher concluded that most of the respondents strongly agreed with marital disorders as the major causes of domestic violence, despite this some of the respondents also disagreed and strongly disagreed that marital disorders contributes to domestic violence.

This table 4.5 above shows that 30 (53.6%) of respondents strongly agreed and 10 (17.6%) agreed that jealousy amongst men mostly causes domestic violence against women, while 11 (19.6%) disagreed and 5 (9.2%) strongly disagreed with the statement. Therefore jealousy is among the major effect of domestic violence against women as according to the findings, this is because it has the highest percentage as indicated in table 8.

This table 4.5 above shows that 25 (44.6%) of respondents strongly agreed and 18 (32.1%) agreed with the statement that stress causes of domestic violence against women in Kawempe Town Council, 11 (19.6%) disagreed and 02 (3.7%) strongly disagreed that stress can't be a cause of domestic violence. The researcher therefore concluded that social stress also causes domestic violence due to the high percentage as indicated in table 8 whereas some few respondents also disagreed with social stress being the lead cause of domestic violence.

This table 4.5 above showed that 28 (50%) of respondents strongly agreed and 16 (28.6%) agreed that power and control is the one of the leading cause of domestic violence against women, while 09 (16.1%) disagreed and 03 (5.3%) strongly disagreed with the statement. The researcher concluded that women and children in Olio Sub County are victims of domestic

violence because of male infidelity. This is because most respondents agreed and strongly agreed with power and control as the cause of domestic violence, some respondents (few) disagreed with power and control as the cause of domestic violence.

4.4 The Influence of Domestic violence on work performance of women in Kawempe Town council

Table 4.5 gives the descriptive statistics (i.e. means) on employees self-rating of their domestic violence behaviour on work performance of women. This is followed by findings obtained from analysis of qualitative data which was obtained using questionnaire with employees that focused on the three constructs of the independent variable. Hence section B of the Questionnaires (Appendix I) focused on domestic violence with items 1-6

Table 4 6: The Influence of Domestic violence on work performance of women in Kawempe Town council

Response on Work Performance	SA		A		D		SD		TOTAL	
Has violence's in homes affected your work mate performance	25	44.6	18	32.1	11	19.6	02	3.7	56	
Do you agree that domestic violence has affected work performance	28	50	16	28.6	09	16.1	03	5.3	56	100
I feel domestic violence has caused more harm than good in my society	20	35.7	16	28.6	11	19.6	09	16.1	56	100
I know all that concerns domestic violence and poor performance at work places	22	39.3	14	25	17	30.4	03	5.3	56	100
I can strongly talk about the topic with no fear	28	50	16	28.6	09	16.1	03	5.3	56	100

Source: Primary Data, 2019

Table 4.6 above shows that 25 (44.6%) of respondents strongly agreed that having violence's in homes affected their workmate performance and 18 (32.1%) agreed that violence's in homes has affected their work mate performance of domestic violence against women, while 11 (19.6%) disagreed and 02 (3.7%) strongly disagreed with the statement.

However on whether respondents agree that domestic violence has affected work performance majority of the respondents with 28 (50%) strongly agreed to the statement, 16(28.6%) agreed, 09 (16.1%) disagreed and on 03 (5.3%) strongly disagreed to the statement. Implying that domestic violence has rely affected the work performance of women in Kawempe Town Council

More so in the issue whether the respondents feel domestic violence has caused more harm than good in my society majority of the respondents strongly agreed with 20 (35.7%), 16 (28.6) agreed, 11(19.6%), and lastly 09 (16.1%) strongly disagreed to the statement. Implying that domestic violence has done more harm than good to the society do to the overall percentage of strongly agree and agree of 64.3%.

According to table 4.6 above it was clear that majority of the respondents strongly agreed with 22 (39.3%) that they know all that concerns domestic violence and poor performance at work places, 14 respondents with (25%) agreed, 17(30.4%) disagreed and 03(5.3%) strongly disagreed.

Lastly on the statement that I can strongly talk about the topic with no fear the respondents strongly agreed with 28(50%), 16(28.6%) agreed, 09(16.1%) disagreed and finally 03(5.3%) strongly disagreed. The researcher concluded that majority strongly agreed that there is Influence of Domestic violence on work performance of women in Kawempe town council.

4.3.3 The relationship between domestic violence and poor performance in work places at Kawempe Town council

Table 4.7 gives the descriptive statistics (i.e. means) on employees self-rating of their domestic violence behaviour and poor performance in work palces. This is followed by findings obtained from analysis of qualitative data which was obtained using questionnaire with employees that

focused on the three constructs of the independent variable. Hence section B of the Questionnaires (Appendix I) focused on domestic violence with items 1-4.

Table 4.7: the relationship between domestic violence and poor performance in work places at Kawempe Town council

Response on Domestic Violence	SA		A		D		SD		TOTAL	
How common is domestic violence										
Domestic violence accounts for 15 percent of all violent incidents	25	44.6	18	32.1	11	19.6	02	3.7	56	100
One in four women and one in six men will be a victim of domestic violence in their lifetime with women at greater risk of repeat victimisation and serious injury	28	50	16	28.6	09	16.1	03	5.3	56	100
One in 8-10 women experience domestic violence on an annual basis	20	35.7	16	28.6	11	19.6	09	16.1	56	100
89 percent of those suffering four or more incidents are women	22	39.3	14	25	30.4	7	03	5.3	56	

Sources: Primary Data, 2019

Table 4.7 above shows that 25 (44.6%) of respondents strongly agreed that whether Domestic violence accounts for 15 percent of all violent incidents and 18 (32.1%) agreed that violence's in homes has affected their work mate performance of domestic violence against women, while 11 (19.6%) disagreed and 02 (3.7%) strongly disagreed with the statement.

More so on table 4.7 on whether respondents agree that One in four women and one in six men will be a victim of domestic violence in their lifetime with women at greater risk of repeat victimisation and serious injury majority of the respondents with 28 (50%) strongly agreed to the

statement, 16(28.6%) agreed, 09 (16.1%) disagreed and on 03 (5.3%) strongly disagreed to the statement.

Table 4.7 in the issue whether One in 8-10 women experience domestic violence on an annual basis the majority of the respondents strongly agreed with 20 (35.7%), 16 (28.6) agreed, 11(19.6%), and lastly 09 (16.1%) strongly disagreed to the statement. Implying that domestic violence has done more harm than good to the society do to the overall percentage of strongly agree and agree of 64.3%.

According to table 4.7 above it was clear that majority of the respondents strongly agreed with 22 (39.3%) that 89 percent of those suffering four or more incidents are women, 14 respondents with (25%) agreed, 17(30.4%) disagreed and 03(5.3%) strongly disagreed. Implying that there is a significant relationship between domestic violence and work performance among women employee in Kawempe Town Council.

CHAPTER FIVE

DISCUSSION OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the summary of the findings of the study for the previous chapters. It also includes the conclusions, recommendations for the study and areas of further research.

5.1 Discussions of Findings

The discussion of the findings based on the research objectives.

5.1.1 The effects of Domestic violence in Kawempe Town Council

The first objective talked about the various effects of effects of Domestic violence in Kawempe Town Council, Regarding the effect of domestic violence, the respondents rated this construct as generally Satisfactory for example in table 4.5 above shows that 20 (35.7%) of respondents strongly agreed that alcohol is the major cause of domestic violence and 16 (28.6%) agreed that alcoholism is the leading supplement or effect of domestic violence against women, while 11 (19.6%) disagreed and 9 (16.1%) strongly disagreed with the statement. The researcher concluded that majority strongly agreed that domestic violence against women is majorly caused by alcoholism. This therefore showed that the adequacy of alcohol and consumption of alcohol cannot work hand in hand with marriage because it results into abuse of women and domestic violence.

These findings were in line with Gove and Shin, (1989 et al.,) those of Domestic violence is the mishandling and mistreatment of family members by either spouse. It could be contrasted with an annulment. This is a declaration that a marriage is void, though the effects of marriage may be recognized in unions such as spousal support or alimony, child custody, child support and distribution of property. Those who domestic violence are also more susceptible to a wide array of psychological difficulties: They are 6 to 10 times more likely to use inpatient psychiatric facilities (Seagraves, 1980), are at greater risk to commit suicide (Stack, 1990), and suffer higher

rates of anxiety, depression, phobias, and general unhappiness. Worse domestic violence can act as a chronic stressor, causing long term mental problems.

5.1.2 The Influence of Domestic violence on work performance of women in Kawempe Town council.

The study found out that most of the employees are positive about the Influence of Domestic violence on work performance of women and it also showed that to a larger extent town council according to table 4.6 above shows that 25 (44.6%) of respondents strongly agreed that having violence's in homes affected their workmate performance and 18 (32.1%) agreed that violence's in homes has affected their work mate performance of domestic violence against women, while 11 (19.6%) disagreed and 02 (3.7%) strongly disagreed with the statement. However on whether respondents agree that domestic violence has affected work performance majority of the respondents with 28 (50%) strongly agreed to the statement, 16(28.6%) agreed, 09 (16.1%) disagreed and on 03 (5.3%) strongly disagreed to the statement. Implying that domestic violence has rely affected the work performance of women in Kawempe Town Council.

This is also in line with McQuigg, Ronagh J.A. (2011), who stated that Work can be a safe haven for someone who is experiencing violence at home. The financial security of a job and some time away from their abuser can help a person experiencing violence seek support or make a plan to leave the relationship. However the workplace can also be a dangerous place for victims as abusers know where to find them.

More so according to Concannon, Diana (July 11, 2013) said that abusers also feel the impacts of their behaviour at the workplace. They may use work time or equipment to send abusive messages or otherwise plan and carry out violent acts. They may be preoccupied or distracted, affecting their work performance and leaving them vulnerable to discipline or job loss – which then puts their victim at greater risk as unemployment is a risk factor for serious injury or death.

5.1.3 The relationship between domestic violence and poor performance in work places at Kawempe Town council

According to the findings of the study, it is found that in table 4.7 above shows that 25 (44.6%) of respondents strongly agreed that whether Domestic violence accounts for 15 percent of all

violent incidents and 18 (32.1%) agreed that violence's in homes has affected their work mate performance of domestic violence against women, while 11 (19.6%) disagreed and 02 (3.7%) strongly disagreed with the statement. More so on table 4.7 on whether respondents agree that One in four women and one in six men will be a victim of domestic violence in their lifetime with women at greater risk of repeat victimisation and serious injury majority of the respondents with 28 (50%) strongly agreed to the statement, 16(28.6%) agreed, 09 (16.1%) disagreed and on 03 (5.3%) strongly disagreed to the statement. Implying that respondents don't always emphasize their efforts on domestic abuses because of being unstable

The findings were in line with those of García-Moreno et al, (2013), who emphasized that the following are some of the signs of domestic violence in the society today; late or high absenteeism rate without explanation; uncharacteristic depression, anxiety, distraction or problems with concentration; changes in the quality of work performance for no apparent reason; the receipt of repeated upsetting calls/faxes/e-mails, or the individual being a victim of vandalism or threats; obsession with time or avoiding lunch breaks or socialising outside work; needing regular time off for appointments; inappropriate or excessive clothing; repeated injuries, or unexplained bruising or explanations that do not fit the injuries displayed; or increased hours being worked for no apparent reason. However It is important to note that this is not a checklist, some may display no indicators. Individuals experiencing domestic violence suffer a broad range of physical and emotional consequences. For some, the violence greatly affects their lives over a significant period of time and the process of recovery can be long and hard.

5.2 Conclusions

5.2.1 The effects of Domestic violence in Kawempe Town Council

From the findings, the researcher concludes that the study concluded that Sensitization and education of the families about the effects of domestic violence in relation to the domestic violence is on a low pace. Despite the education and knowledge acquisition about domestic violence in communities its effects and bad practices its clearly seen that this education has not affected long term behavior change amongst the families in households.

5.2.2 The Influence of Domestic violence on work performance of women in Kawempe Town council.

The study concluded that despite the formation of bodies at community like the prefects and councilors inactivity of these structures is especially high. Many of these structures are redundant as selected members go about doing their personal work as opposed to what they are assigned to do instead they just use their positions to implement the matter more than before. Individuals are only active during specific times like meetings. This is therefore the main motivation of families to keep in domestic violence than prohibiting them.

Furthermore different households' socio-economic background factors influence domestic violence differently. There are significant differences in the extent of occurrence of all forms of domestic violence according to marital status of the respondent except for severe sexual violence abuse. There was no evidence to show any significant differences in this forms of domestic violence based on work performance of work in Kawempe town council.

5.2.3 The relationship between domestic violence and poor performance in work places at Kawempe Town council

The study concluded that domestic violence as a negative impact on women work performance. There are many responses and categories of the effect as some are long termed and others are short termed as their characters change.

Basing on the findings, it is concluded that the District is concerned with the employee's customs, cultures, and values and also the employer hire and recruit candidates of different races. Furthermore the study found out that the team leader includes some of members of different ethnicity in problem solving and decision making. However the organization is not fully promoting employees on merit without looking at race.

5.3 Recommendations

Basing on the findings of the study, the following are the recommendations;

From the findings, it was recommended that to achieve lasting change, it is important to enact legislation and develop policies that protect women; address discrimination against women and promote gender equality; and help to move towards more peaceful cultural norms.

In reducing problems associated with domestic violence and child welfare, it is important that the most pressing needs of Kawempe Town Council and in particular Kawempe Town Council are traced first before strategies are implemented.

The government should enact and enforce restrictive measures since domestic violence has been found as the main cause of physical violence in Kawempe Town Council. The government should strengthen education programs since these people with low level of education are more likely to engage into violence because of little knowledge on the outcomes.

it was recommended that developing technical guidance for evidence-based intimate partner and sexual violence prevention and for strengthening the health sector responses to such violence; Disseminating information and supporting national efforts to advance women's rights and the prevention of and response to intimate partner and sexual violence against women; and Collaborating with international agencies and organizations to reduce/eliminate intimate partner and sexual violence globally.

The civil society should sensitize people of the dangers of domestic violence and as well come up with projects to help work with the community in the fight against sexual violence and domestic violence.

An appropriate response from the health sector can play an important role in the prevention and response to violence. Sensitization and education of health and other service providers is therefore another important strategy. To address fully the consequences of violence and the needs of victims/survivors requires a multi-sectoral response.

Education policy makers, school administrators, teachers, local administrators, social workers and nongovernmental organizations (NGOs) should formulate strategies for addressing the ills of domestic violence and encourage socially inclusive intervention mechanisms within the slum areas. The legislative framework should incorporate protective laws against domestic violence and school participation, basic education rights and regulations. This study also recommends

further research in order to investigate the predisposing factors that may exacerbate the influence of domestic

5.4 Areas for further research

The researcher recommends the following areas for further studies.

There is need for further research on “The Impact of Domestic Violence on the Social Development of Women in Kawempe Town Council”.

Also a study can be done on “The Effect of Gender Based Violence on Youth Welfare in Kawempe Town Council”

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APPENDICES:

Appendix I: Questionnaires for Respondents

Dear Respondent,

I am Namuto Norah a student of Kampala international University Uganda conducting a study on domestic violence and poor work place performance: a case study of Kawempe Town council. This research is a partial fulfillment for the award of bachelor's Degree in Guidance and Counseling. Information provided will remain confidential and will only be used for this particular study.

SECTION A: DEMOGRAPHIC INFORMATION

The following information is needed to help the researcher with the statistical analysis of data on the level of participation. All your responses will be treated with utmost confidentiality. The researcher appreciates your help in providing this important information. Please write (√) in the appropriate column provided:

Name (optional): _____

Gender

Male

Female

Age of the respondents

18-28 years

29-39 years

40-50 years

51 years and above

Education background of the respondents

Certificate level

Diploma level

Degree level

Post-Graduate

Others Specify _____

Occupation of the respondents

Leader

Director

Accountant

Office assistant

Others Specify _____

PART B: Determination of Domestic Violence practice at Kawempe Town council

This objective of the study seeks to determine the level of Domestic violence in Kawempe town council on the scale of 1 to 5. Therefore, the following items/statements/questions are intended to ascertain your degree of agreement and so, carefully read and tick the appropriate number that indicates how much you agree or disagree with each statement.

Scale: 1 = Strongly Disagree 2= Disagree 3 = Moderate 4 = Agree 5 = Strongly Agree.

NB: There is no right or wrong answers. Please circle the most appropriate number

SECTION B: Effects of Domestic Violence

Kindly indicate the level of agreement or disagreement to each statement by ticking the column boxes against the statement. Please be guided by this scale Key; 1=strongly disagree; 2 = Disagree; 3 = Agree; 4 = strongly agree.

	Items on Domestic Violence	Rank			
		4	3	2	1
1	Whether alcoholism is the leading effect of domestic violence in against women				
2	Does mental or psychological problems are the cause of domestic violence against women				
3	Marital disorders as the causes of domestic violence among women				
4	Jealousy causes domestic violence among women				
5	Social stress and domestic violence				
6	Power, control and domestic violence among women				

Part B: Influence of Domestic violence on work performance of women in Kawempe Town council

This objective of the study seeks to examine domestic violence as a tool to hinder work performance on the scale of 1 to 5. Therefore, the following items/statements/questions are intended to ascertain your degree of agreement and so, carefully read and tick the appropriate number that indicates how much you agree or disagree with each statement.

Scale: 1 = Strongly Disagree 2= Disagree 3 = Moderate 4 = Agree 5 = Strongly Agree.

6.0	Statements/Items	1	2	3	4	5
6.1	Has violence's in homes affected your work mate performance					
6.2	Do you agree that domestic violence has affected work performance					
6.3	I feel domestic violence has caused more harm than good in my society					
6.4	I know all that concerns domestic violence and poor performance at work places					
6.5	I can strongly talk about the topic with no fear					

Part C: The relationship between domestic violence and poor performance in work places at Kawempe Town council

This objective of the study seeks to examine domestic violence as a tool that strongly hinders work performance, on the scale of 1 to 5. Therefore, the following items/statements/questions are intended to ascertain your degree of agreement and so, carefully read and tick the appropriate number that indicates how much you agree or disagree with each statement.

Scale: 1 = Strongly Disagree 2= Disagree 3 = Moderate 4 = Agree 5 = Strongly Agree.

7.0	Statements/Items	1	2	3	4	5
	How common is domestic violence					
7.1	Domestic violence accounts for 15 per cent of all violent incidents					
7.2	One in four women and one in six men will be a victim of domestic violence in their lifetime with women at greater risk of repeat victimisation and serious injury					
7.3	One in 8-10 women experience domestic violence on an annual basis					
7.4	89 per cent of those suffering four or more incidents are women					

Appendix II: Interview guide for Respondents

Part E: These are structured questions designed for you to write what you would feel should be done to solve the domestic violence problem in the society.

a) What can an individual experiencing domestic violence do?

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b) What do you think human resource managers and other leaders should do to help the affected people

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c) Suggest ways you would think the government should do to cub down domestic violence in families

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THANK YOU.

APPENDIX III: TIME FRAME 2019

ACTIVITY	June	July	August	September
topic formulation				
introduction writing				
literature review writing				
methodology				
typing and correction				
proofreading				
final copy formulation				

APPENDIX IV: STUDY BUDGET

The study is estimated to cost a total of Ug sh. 195000/= as shown below.

ITEM	Quantity	AMOUNT
Communication	Air time	40,000
Transport	To &fro	50,000
Meals	Lunch (10)	50,000
Printing	3copies	20,000
Binding	3copies	20,000
Papers	1 ream	15000
Total		195000/=

Thanks for your responses

End