



WORKING WOMEN AND DOMESTIC VIOLENCE**Dr. Siddarth Manikappa****Dept of Women's Studies, Gulbarga University, Kalaburagi, Karnataka.****ABSTRACT**

In developing nations like India, domestic spousal violence against women is beginning to be recognized as a widespread health issue that impedes development. The purpose of this study was to determine the relationship between specific demographic factors and female domestic violence, as well as to compare the incidence of domestic violence among women who work and those who do not. At a specific location in Varanasi, a descriptive study with 60 working and nonworking women was conducted. A convenient sampling method was used to select participants. Utilizing a structured domestic violence questionnaire and sociodemographic proforma, data were gathered through interviews. The result indicated that 48 women were victims of domestic violence overall (or 80%). However, there was no significant difference between the overall scores for domestic violence and certain demographic variables, such as age, education, the type of family, and the occupations of working and nonworking women. Aggressive behavior at home was exceptionally normal in rustic area of Uttar Pradesh. Since the rate of domestic violence against working women was high, effective measures should be taken immediately to end it.



KEYWORDS : *developing nations , female domestic violence , structured domestic violence.*

INTRODUCTION

Worldwide recognition of domestic violence as a social problem has occurred. Human right violence and violence against women are well-known public health issues that have global significance. "any act of gender-based violence that results in or is likely to result in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life," is the definition of violence against women in the United Nations Declaration on the Elimination of Violence Against Women. Women's domestic violence has been recognized as a serious threat to public health. Domestic violence affects working and nonworking women around the world every day of the week, in every town and country. Physical assault, psychological or social abuse, financial abuse, and sexual assault are all forms of violence. According to the 1991 National Crime Report, a woman is abused by her husband every 33 minutes. About two-thirds of married Indian women are victims of domestic violence, and as many as 70% of married women in India between the ages of 15 and 49 are victims of beating, rape, or forced sex, according to a report from the United Nations Population Fund. More than 55% of women in India are victims of domestic violence.

The husband accounted for 97.5 percent of all cases of verbal abuse, while the in-laws accounted for 97% of all cases of physical abuse [5]. Presence of property, higher per capita pay and social help were defensive elements against abusive behavior at home were as liquor dependence and

various sex accomplices were the significant contributory variables for homegrown violence.[6] Both a utilized and jobless ladies assume a critical part in family exercises of their families. She is largely responsible for a family's happiness. One in every four women, regardless of age, social class, race, or disability, has experienced or been harmed by violence in their lifetime, according to previous studies. The study's primary objective was to evaluate the prevalence of domestic violence among working and non-working women.

SOCIO-CULTURAL NORMS

Both men and women have deeply ingrained beliefs regarding gender norms. A deviation from a norm results in a loss of utility for both the individual and other groups, whereas following a well-established sociocultural norm confers utility. A husband may attempt to maintain his utility (or martial authority) by engaging in violence against his wife when she accepts paid work. Women may also experience a loss of utility when they enter paid employment because they are unable to fulfill their traditional role to its fullest extent. Women who are employed may believe that their actions are the cause of domestic violence if they experience feelings of shame and guilt. This is especially true in cultures where marriage is seen as a commitment for the rest of one's life and it is assumed that a woman is responsible for making the marriage work. This channel, which increases working women's acceptance of domestic violence, is referred to as "female guilt" in a forthcoming paper that will be published in the journal *Feminist Economics*.

We show that working women in urban India are more likely to accept violence against them if they are thought to be disrespectful, ignore their children, argue with their husbands, or go out without telling him. We also discover evidence for a phenomenon known as "male backlash," in which women who are employed face a greater risk of having their husbands exert more control over their marriage than women who are not employed. In Indian culture, women who leave the workforce are traditionally regarded as "enhancing family status." Working women in the richest quartile group are more likely than non-working women in the same group to experience domestic violence from their husbands. In addition, women in paid employment in India's northern and western regions, which have a history of lower levels of women's education, workforce participation, and autonomy, experience greater male backlash and female guilt.

Positively, we find that education levels significantly affect the risk of domestic violence, with highly educated women in paid employment not being at greater risk than women in the same group who are not in paid employment. Women with middle levels of education exhibit a strong sense of female guilt, whereas women with low and middle levels of education face a stronger male backlash. Paid work typically involves jobs that aren't socially acceptable for women or that affect the status of the family in society for women with middle levels of education. Because they and their families are aware that women are taking paid work out of a compulsion to support the family and not necessarily for their aspirations, women with low education and poorer families do not exhibit significant female guilt. This International Women's Day, let's focus on programs that change how men and women think about what constitutes "masculine enough" behavior and "masculine norms" in society. Let us begin early policy interventions that help both men and women overcome gender identity norms as adults by focusing on younger age groups. Most importantly, let's concentrate on closing the educational gap between men and women.

SOCIOLOGY OF VIOLENCE AGAINST WOMEN

According to Ganley et al., "Domestic violence is a pattern of coercive and assaultive behaviors that include physical, sexual, verbal, and psychological attacks as well as economic coercion" (Ganley et al., 1996). The majority of people in society believe that physical violence is the only form of domestic violence; However, sexual, verbal, emotional, and psychological violence can also affect women. Since domestic violence was considered a "private matter" and took place behind closed doors prior to the 1970s, women who were abused by their partners had no access to assistance (Bragg, 2003). Domestic violence entered the public sphere as a result of women's participation in economic and social life and

acts of violence like threatening, intimidating, coercing, and humiliating women. Thanks to the efforts of numerous women and men who protest this unfairness; All over the world, domestic violence is now recognized as a violation of fundamental human rights.

Women's accomplishments in social, cultural, business, and political fields, among other fields, are celebrated annually on International Women's Day (March 8). Husbands may attempt to maintain authority by using violence against their wives. #ChooseToChallenge is the year's theme. One of the well established orientation standards in numerous man centric societies including India is that 'ladies deal with home and kids' and 'men acquire and accommodate family'. Starting domestic violence against working women is an extreme form of upholding this norm in a family. When compared to women who do not work outside of the home, a higher percentage of paid-for women in urban India are victims of domestic violence. Despite rising levels of education, women's labor force participation, or the proportion of women looking for paid work, has stagnated in urban India. Only one in four urban women between the ages of 20 and 59 were employed for a wage in 2018 and 2019. Women's low labor participation can be attributed to a number of factors, including a lack of suitable jobs and childcare facilities. However, it is essential to recognize that, unless simultaneously supported by efforts to overcome deeply ingrained sociocultural beliefs, encouraging women to take jobs may backfire in terms of their chances of being victims of domestic violence. Higher female independence and saw monetary freedom acquired because of paid work don't necessarily in all cases bring about lower aggressive behavior at home.

A GLOBAL VIEW: DOMESTIC VIOLENCE

"35% of women worldwide have experienced either intimate partner violence or non-partner sexual violence in their lifetime," as well as "30% of women who have been in a relationship report that they have experienced some form of physical or sexual violence by their partner," are the findings of a study conducted by the World Health Organization (WHO, 2013). "Physical, mental, sexual, reproductive health and other health problems" may result from this violence, which can be very time-consuming, energy-intensive, and costly to treat. The study reveals the most striking statistic: "As many as 38% of murders of women are committed by an intimate partner worldwide."

Business Organisations and Institutions that Fight Domestic Violence

Businesses will find the United Nations Women Empowerment Principles useful because they provide direction on how to empower women in the workplace, market, and community. Principle 3's call for businesses to "strive to offer health insurance or other needed services including for survivors of domestic violence - and ensure equal access for all employees"¹ addresses the moral obligation of businesses to protect women's health, safety, and freedom from violence. In addition, signatories to the UN Women's Economic and Social Partnership (UN WEP) pledge to provide safe working conditions, establish a zero-tolerance policy for all forms of workplace violence, respect workers' rights to time off for medical care and counseling, identify and address security concerns, including the safety of women traveling to and from work, and educate security personnel and managers on the signs of violence against women. There are a lot of networks and organizations working to stop partner violence all over the world; however, we will only talk about businesses-related organizations. In the US and the UK, organizations have fostered their techniques related to non-benefit associations.

DOMESTIC VIOLENCE IS A BUSINESS ISSUE?

There are two possible explanations for why DV is a business issue. The first perspective examines the ways in which DV harms economies and businesses and offers a justification (a business case) for businesses to take individual or collective action to lessen the negative effects of DV. There is increasing evidence to suggest that domestic violence has a significant impact on workplaces and workers, as well as economic and social costs. Women who have experienced domestic violence have a more disrupted work history, are on lower personal incomes as a result, have had to change jobs more frequently, and are more likely than women who have not; Furthermore, getting a job is a crucial step toward breaking up with a violent partner; Women can escape the isolation of an abusive relationship

and maintain their home and standard of living for themselves and their children as much as possible thanks to the financial security that employment provides. A worker's work environment is also significantly affected when they are a victim of domestic violence. According to a recent study, 75% of offenders had difficulty concentrating on their work and 53% believed their job performance was negatively impacted. Their actions result in lost time from paid and unpaid work, lower productivity, and safety risks for their coworkers.

Some of the business effects include an increase in sickness absences, a rise in the number of early departures for home, and a significant decrease in productivity. Women's willingness to remain employed, set lofty goals for themselves, and commit to professional development are all influenced by DV. When working women are battered, humiliated, contained, and constrained by their intimate partners, workplace diversity and gender equality are impossible to achieve. The end result for businesses is monolithic organizations that overlook the advantages of diversity and lack female professionals' full dedication to their own professional development and advancement.

The Social Context of Domestic Violence in Turkey

Aggressive behavior at home in Turkey happens against a setting with serious imbalance among people. Turkey has a female employment rate of 25.6% and an unemployment rate of 11.3%. Urban areas have a higher rate of female unemployment. Women's unemployment rate is 20%, while men's is 10% among high school graduates. Compared to 42.1% of all workers, 57.8% of working women are unregistered and do not receive any social security benefits. In comparable jobs, the wage gap between men and women is 46%. In Turkey, women who live in urban areas are 42% more likely than women who live in rural areas to be the victims of physical violence. The level of violence against women is indirectly affected by factors like migration and urbanization. Socioeconomic and cultural migration, urbanization, and inability to follow the differentiation of living conditions are the most significant structural causes of the rising visibility of violence in Turkey.

Ladies' age, schooling status, government assistance and essential segment attributes, for example, spot of home, influence the savagery ladies face in different phases of life. For instance, Arat and Altnay's "Study on Violence Against Women in Turkey" found that if a woman's share of the household income is higher than her partner's, the likelihood of being a victim of domestic violence increases by twofold.

Perceptions of Domestic Violence in the Workplace

According to the responses, respondents had limited knowledge of workplace domestic violence. Figure 5 shows that only 18 percent of participants reported having witnessed or heard of a colleague being a victim of domestic violence. Despite the fact that it does not appear to be discussed in the workplace, domestic violence. The Business Against Domestic Violence Best Practices Workshop was held at the Sabanc Center on November 4, 2014. In order to discuss the best practices that are implemented against domestic violence at work places around the world and share their ideas about the tools and methods that can be used against domestic violence in the Turkish context, the workshop brought together representatives of businesses, academics, opinion leaders, and a number of NGOs. The participants were divided into three groups, with representatives from businesses, NGOs, academics, and lawyers in each group. Each table received a set of questions about what businesses should do during the first session (see Appendix B), and the moderators of the round tables shared the results with the entire group. In the subsequent meeting, the members examined another arrangement of inquiries related with the conceivable joint effort and collaboration between different foundations to address the close accomplice viciousness and its effect on working environment.

Does Domestic Violence Have an Effect on Work-Family Role Conflict?

Conflict between work and family has consequences related to domestic violence. In the event of domestic violence, women's work lives would be impacted as well as their family-related concerns, demands, and stress would rise dramatically. It has been demonstrated that this kind of conflict

between home and work has an impact not only on women's long-term health but also on how well they perform at work. In addition, the business ought to have a solid equality and human rights policy, guarantee a healthy and safe work environment, and prevent violence against any and all employees. This position will procure the laborers' trust to the organization and it might urge ladies to impart their experience of savagery to their boss. At the point when they do as such, it is urgent that they will be listened genuinely, without judgment and in severe certainty. This will only be possible if the administrators are trained to assist women who are the victims of violence and have excellent communication skills.

Strategies and Actions Against Domestic Violence

A violation of women's human rights is violence. In order to raise awareness about the definition and perception of violence, businesses can create educational programs and programs for the empowerment of female employees. Academic institutions and non-governmental organizations can collaborate on the creation of educational materials. Managers of the human resources department should receive training in order to assist women who require assistance. Psychological counseling may be included in the health benefit plans of the businesses for their employees. Alternately, the businesses may enter into agreements with independent organizations like Mor 'at' or KAMER to ensure that women in need will always have access to assistance. Offering women workers who are at risk the chance to move to a different workplace or, if necessary, temporary housing is another proactive strategy. In addition, the company should be held accountable for taking preventative measures in the event that violence is committed during business hours or in the company's facilities.

In addition to wages, job prestige, resources, and power, women who are housebound as domestic workers lack connections to coworkers and the social capital that comes from those connections. They, on the other hand, are forced to rely solely on their male partner for financial support, and they stand to gain from the distinction that his employment provides the couple. Women who work outside the home have access to these tangible and intangible assets, which can lower the value of male-only employment or, in some cases, even undermine its benefits. "To put it another way, women who work for wages, power, and prestige or who are developing relationships outside of the home harm their partners and lead to violence. I'm not ready to acknowledge the portrayal of men as so base that they resort to viciousness when sabotaged or even undermined by their accomplices, however as per this exploration, there has all the earmarks of being a connection. " "We speculate that men responded with violence among those dual-employment households in which violence was present because they may have perceived threats to their status as 'providers,'" Franklin says. This explanation is based on research on the psychology of men, women, and relationship dynamics rather than quantitative data. Although this finding is unquestionably troubling, we hope that bringing it to light will spur additional research into the specific causes of male violence against women.

To be clear, Franklin and Menaker do not support Venker's premise that women should return to their feminine, docile ways to improve their relationships, nor do they encourage women to leave the workplace to stay safe. All things being equal, the veteran teacher of ladies' issues and self-depicted women's activist researcher desires to utilize this exploration to focus on the opposition that ladies face in the business field — both in the working environment and at home. The study, which was carried out by two female researchers at Sam Houston State University in Texas and was supported by the university's Crime Victims Institute, looked at the role that differences in education levels and employment status play in domestic or intimate partner violence in heterosexual couples. It found that households with two incomes were more than twice as likely to have this type of violence.

"At the point when both male and females were utilized, the chances of exploitation were multiple times higher than when the male was the main provider in the organization, loaning backing to the possibility that female business might challenge male power and power in a relationship," said Franklin and Menaker in a public statement.

CONCLUSION:

Cortney Franklin, Ph.D., and Tasha Menaker of Sam Houston State conducted telephone interviews with 303 women between the ages of 18 and 81 who self-identified as either currently or recently being involved in a serious relationship. The results showed that more than 60% of women in heterosexual working couples reported being victimized, while only 30% of women reported being victimized when only the male partner was employed. Among the alleged abuses was having something thrown at them; being shoved, pushed, or grabbed; bitten, kicked, or slapped; or under threat from a knife or gun. So, what symptoms do I have? In fact, they constitute the entire checklist. Indeed, when I was recently working on my organization's menopause inclusion guidance, I was able to check nearly all of the symptoms I listed as potential ones. Some of them were symptoms that I had no idea could be caused by menopause. My symptoms have included, but are not limited to, hot flashes, arthritis in my fingers, brain fog, persistent insomnia, which in turn has resulted in constant, overwhelming exhaustion, and a great deal more. Since my job requires a lot of public speaking, I worried a lot that I would forget what I was saying in the middle of a sentence. I even found that I would make little notes to help me remember words. In the same way as other individuals with menopause side effects, I'm a functioning guardian with a senior job - my work needs me to be in control and to continually perform various tasks (and to recall words). However, all of this became difficult. I occasionally had the impression that I was losing the very essence of who I was and what made me unique.

A turning point in my life came when I talked to and listened to my coworkers and learned about their own experiences. This included Sharon Thorne, who is also the co-author of this piece, and others who are in relationships with menopausal women. They assisted me in understanding that I was not alone and that I required specialist medical assistance. On the medical front, it's always a process of trial and error because my endometriosis makes it difficult to find the best hormone replacement therapy (HRT). However, as of this week, my symptoms have subsided. It is my own insight, and hearing that of so many others, that has fortified my conviction that we want to work harder to eliminate the shame around the menopause at work. I want everyone who is going through it to feel like they can talk openly about their symptoms and how they are affecting them. I want them to know they can do this without being judged by coworkers or feeling self-conscious about it. The menopause should be discussed, understood, and mitigated in the same way that mental health issues are being discussed, understood, and mitigated at work. This needs to be done right away because surveys have shown that menopause symptoms are causing too many people to continue leaving their jobs, and not everyone has access to the medical care I have. This silent exodus is a significant loss not only to the individual but also to the workplaces to which they contribute, after years of hard work to advance their careers and balance work and life. In other words, careers shouldn't end when periods end. Even if it initially feels awkward, we need to make it acceptable to discuss the menopause at work. We may find that these conversations are more helpful and less uncomfortable the more we do them. And the easier it should be to establish a workplace culture that is welcoming to menopausal workers and encourages them to stay.

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