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Income Levels and Gender based Violence among the Civil Servants in Kamukuzi Division, Mbarara Municipality

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Abstract: - The study was about income levels and gender-based violence in Kamukuzi Division, Mbarara Municipality, Mbarara District Uganda; the study focused on the following objectives; to determine income levels of civil servants in relation to gender-based violence, to document the experiences of civil servants on gender-based violence (nature, magnitude etc.) in Mbarara Municipality and to ascertain the relationship between income levels and the rate of gender-based violence.

A case study design was adopted in this study; it involved both qualitative and quantitative methods of data collection and analysis. The study targeted civil servants in kamukuzi division where samples of 150 respondents were selected from teachers, social workers, administrators and health workers. The study employed questionnaire and interview method for investigation.

Basing on the study findings there is no significant relationship between income levels and gender-based violence. The study explored the different income levels basing on the salary scale for Uganda and the respondents studied ranged from U8-U3 as per the government of Uganda. The findings established similarly conditions, nature and perceptions towards gender-based violence. The study further established that civil servants have a negative attitude towards gender-based violence. It was also established that gender-based violence affects staff performance; it causes depression, stress and anger that undermine work performance.

Leaders especially the cultural, religious and human rights activist should clearly come to an understanding on the gender roles, positions and participation in family, government agency should always organize a come together sensitization campaign to discuss and explore domestic issues in general and NGOs and other private sectors should intervene to curb down the gender based violence among the working class, life planning.

I. INTRODUCTION

This chapter presents the background to the study, statement of the problem, purpose, objectives, research hypothesis conceptual framework, scope of the study and the significance of the study.

1.1 back ground to the study

Globally, gender-based violence is a problem of public concern and it increases day by day which is leading to sluggish development of communities and the world as a whole, Bostock and Brewster, (2003). This is due to its far

reaching social, economic and public health consequences. Around the world, at least every one in three women has ever been beaten, coerced into sex or otherwise abused in her lifetime- most often by someone she knows, including a member of her own family, an employer or co-worker. Violence against women has been called ‘‘ the most pervasive yet least recognized human rights abuse in the world.’’ Accordingly, the second world conference on human rights in Vienna in 1993 and the fourth world conference on women in 1994 gave priority to the issue, which jeopardize women’s lives, bodies, psychological integrity and freedom. Gender Based violence was recognized as a specific problem in the United States of America in 1993. It became a matter of public awareness during women’s movement in the 1970’s.

In Africa especially in sub –Saharan Africa and many developing countries, the rate of gender based and domestic violence are extremely high. Is well documented that South Africa has one of the highest rates of gender based violence (GBV) in the world. But until now what has been well documented is the economic cost to the society of these horrific and unacceptable levels of violence.

In Uganda, the situation is not different. There is absence of gender-based law and therefore the police and courts rely on laws that cover assault and homicide to handle it. In Mbarara, wide public awareness campaigns have been going on local FM radios, television stations and print media against gender-based violence in Mbarara district. The police are trying its level best in dealing with gender related issues and other related cases. Despite the efforts, cases of gender-based violence are on the increase. In Kamukuzi division, where the study was undertaken, cases of wife battering are rampant. At the central police station, a family affairs desk was established to handle gender-based violence and related cases. However, in the division, a combination of civil servants including the teacher’s health workers, police even political leaders have tried to intervene so as to handle cases of gender-based violence but all in all, the problem remains persistent. This calls for intervention so as to handle Gender based violence threat at the grass root.

Income levels were taken as independent variable and Gender Based Violence as dependent Variable. Among the most

prevalence forms of violence against humanity world over gender-based violence is one of them. It is a serious public concern in every community and culture, which has drawn attention from the public as it has a negative and harmful impact on the mental, physical and social health not only of the victim, but also on family members, co-workers, other witnesses and community at large. The study investigated income levels and gender-based violence in Uganda. This chapter consists of background to the study, statement of the problem, purpose of study objectives of study and research questions. It also looks at research hypothesis, conceptual frame work, significance of the study and study scope

In Mbarara municipality like any other place in Uganda, gender-based violence is a serious problem. Cases of gender-based violence reported among staff is high both females and males are victims. In community Development Officer's reports, it is indicated that 43 of the staff have reported cases of gender-based violence in a period of one year. However, the assumption is that big number is silent. In kamukuzi alone a total of 17 cases have been filed, the community development officer and the assistant town clerk have counseled about 9 people intending to live work. The situation has affected the general performance of individuals. The big concern is that across all departments and level the problem of gender-based violence is experienced. This justifies the study which investigated the relationship between income levels and gender-based violence.

1.2 Statement of the problem

Working in a public office is prestigious, people expect the living conditions of civil servant to be favorable, and salary and pension is assured. Unfortunately, civil servants are victims of gender-based violence, partners have turned to enemies, and frustration is the order of the day, both highly paid, middle and low paid are victims. Johnson (2003) states that it is therefore unclear whether there is any relationship between income levels and gender-based violence. Furthermore, Johnson (2003) study on gender-based violence demonstrate that through public awareness campaigns have been going on local FM radios, television stations and print media against gender-based violence in Mbarara district. The police are trying its level best in dealing with gender related issues and other related cases.

Despite of the above legal and structural provisions and initiatives put in place, gender-based violence has persisted with threats, intimidation, isolation, denial and blame which distort the peace and comfort of many members of society whether rich, poor or educated (Tjaden and Thoennes 2000).

Although gender-based violence is a global crisis and some studies indicate that poverty is a strong predator of domestic violence, others show that it is a significant factor (Kishor and Johnson 2006). However, households that make under \$10,000/year are four times more likely to be victims of gender-based violence than those who live in wealthier households worldwide (Brown, Salomon and Bassuk, 1999).

Homeless also report experience violence at far higher rates than low income with housing. In kamukuzi division, like any other place cases of gender-based violence are recorded, happening among families with high income levels at 09% rate, middle income at 21% rate and low-income families at 01% rate (CBS department cases report June 2016). Given this situation it may not be clear whether economic attempts to address gender-based violence remain a better mechanism that would promote equality fast and acts of gender-based violence.

With this experience available studies have found mixed relationships and therefore had to address gender-based violence among families. For example, Morris and Ellsberg (2007) found out that gender-based violence is found in all income levels but more prevalent in high income earners and low-income earners. This observation is supported by Sareen et al (2009) who found out that gender-based violence is also found in United States of America yet it is the richest country in the world where there are high levels of investment, high asset based and high financial base. However, Johnson (2003) in his study of economic violence and domestic violence did not find any relationship between high income levels and gender-based violence. He found out that violence is caused by a combination of factors of which economic status is among but it is high to isolate the actual condition of high investment with high income levels and gender-based violence.

In Kamukuzi alone a total 17 cases have been filed, the community development officer and assistant town clerk have counselled about 9 people intending to leave work. The situation has affected the general performance of individuals. The concern is that across all departments and the level of gender-based violence is experienced. The situation in Kamukuzi division demands a study and unveil the situation on ground, gender-based violence has been increasing diverstating performance of employees.

It was out of all this persistent injustice in our society that the researcher felt challenged and was motivated to investigate income levels and gender-based violence in Mbarara district.

1.3 Purpose of the study

The purpose of the study was to establish the influence of income levels on gender-based violence among the civil servants in Kamukuzi Division, Mbarara Municipality.

1.4 Objectives of study

The study was guided by the following objectives

1. To determine the income levels of civil servants in relation to gender-based violence in Kamukuzi division.
2. To document the experience of civil servants on gender based violence (nature, magnitude etc) in Kamukuzi division, Mbarara Municipality

3. To ascertain the relationship between income levels and the rate of gender-based violence in Kamukuzi division.

- 3) What is the relationship between income levels and the rate of gender-based violence?

1.5 Research Questions

The study was guided by the following research questions

- 1) What are the income levels of civil servants in relation to gender-based violence?
- 2) What are the experiences of civil servants on gender-based violence (nature, magnitude etc) in Mbarara Municipality?

1.6 Hypothesis

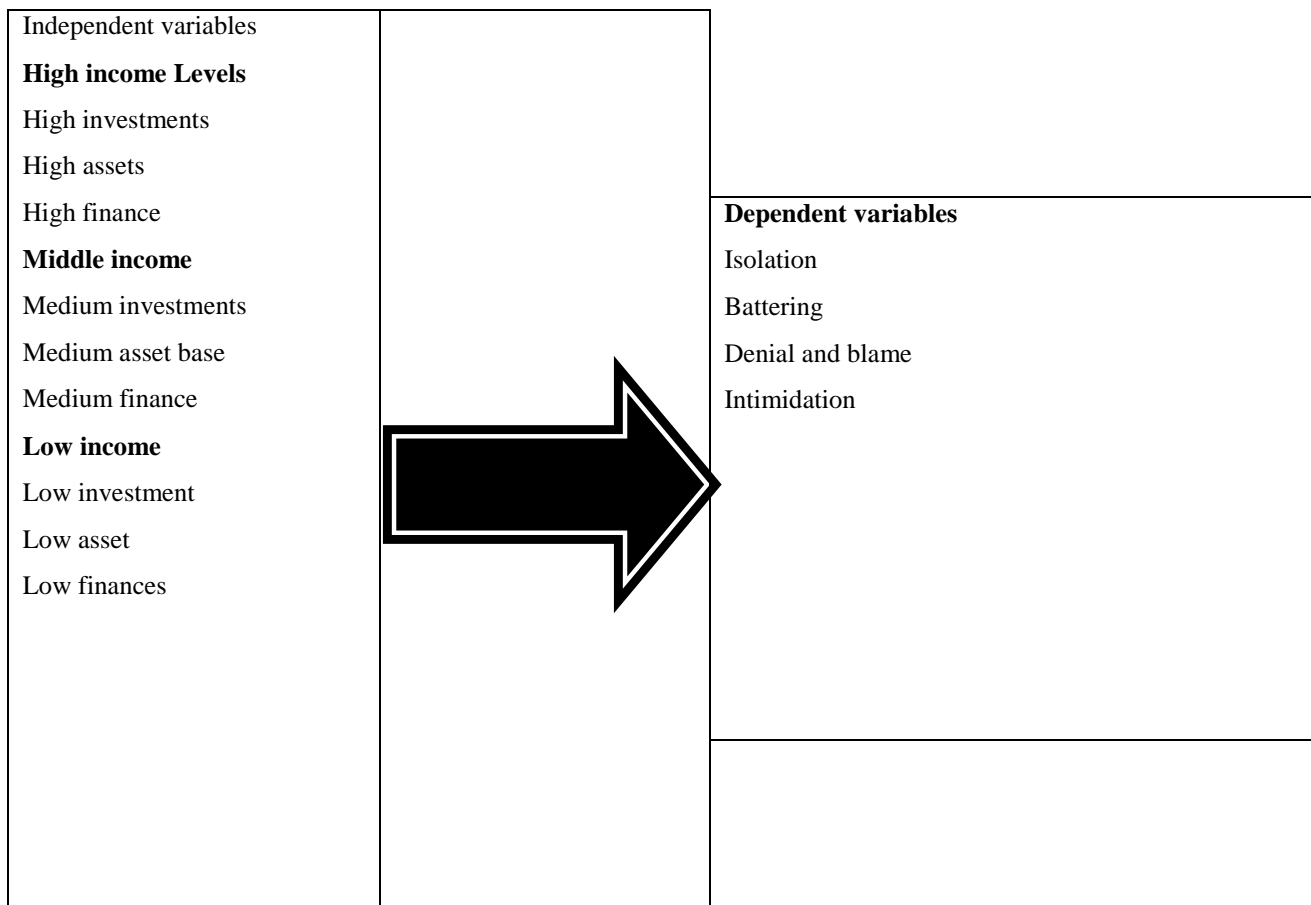
The study tested the following hypothesis

H₀: There is no significant relationship between income levels and gender-based violence among civil servants.

H₁: There is a significant relationship between income levels on gender-based violence among civil servants.

1.7 Conceptual framework

Figure 1: showing a relationship between income levels on gender based violence among civil servants



Source: Developed from the variables (2016)

Basing on the above conceptual frame work, the relationship between income levels on gender-based violence among civil servants were that when the incomes are higher, more gender-based violence among civil servant increases. However, this conceptual frame work is based on the facts that the independent variable was based on civil servants with incomes saved much to have many assets while those civil servants who had few incomes had few assets while the

dependent variable was based on the fact that higher income violated rights of people living with civil servants.

1.7 Significance of the study

1. The study will help Mbarara community to identify what causes gender-based violence and the mechanism that can be put in place to solve the problems

2. The study findings will help policy makers in designing policies that can help to reduce gender-based violence in Mbarara district.
3. Finally, this study can be used by future researchers who may be doing research in the related area of study

1.8 Justification

The researcher chose to carry out the study in the area of income levels and gender-based violence because many studies have been linking gender-based violence with poverty, illiteracy and alcoholism. But there has not been any study on income levels and gender-based violence in Kamukuzi division, Mbarara municipality. This study therefore was crucial at this point in time since the cases of gender-based violence are on the rise as it investigated how income levels are related to gender based violence in communities and came up with policy recommendations to reserve to the vice.

1.9 Scope of the study

1.9.1 Geographical scope

The study conducted in kamukuzi Division Mbarara municipality – Mbarara district. Mbarara Municipality is located in the western part of Uganda, approximately 295 kilometers south west Kampala.

1.9.2 Content Scope

The study investigated the relationship between income levels and gender-based violence. Income levels are operationalized as high, middle and low income, whereas gender-based violence is looked at in form of isolation, rape, with holding finances or economic support, Intimidation, battering, denial and blame.

1.9.3 Time Scope

The study considered the period from 2010 to 2014 so that the researcher examines properly the relationship between income levels and gender-based violence

II. LITERATURE REVIEW

2.1 Introduction

This chapter of literature review is about income levels and gender-based violence in relation to the objectives of the study. It reviews income levels (independent variable) relating is dimensions to Gender based violence (independent variable). The dimensions of income levels are high income, middle income and low income.

2.2 The income level of civil servants in relation to gender-based violence

A civil servant is a person in a public sector employed for a government department or agency (Bodde 2005). The extract of civil servants of a state as a part of the “civil service” varies from country to country. In the United Kingdom, for instance, only crown (national government) employees are referred to

as civil servants whereas county or city employees are not. Many consider the study of service to be part of the field of public administration. Collectively a state’s civil servants from the civil service or public service (Walker, David 2013).

The government is the leading employer in most African countries and Uganda in particular. However, the remuneration of salaries of public servants has been regarded as inadequate and unable to help them to meet their basic needs in life. Many civil servants have persistently lived below the poverty line as a result most of the public civil servants have not been able to improve their welfare. Uganda’s civil service is perhaps one of those with some of the lowest salary scale in the world. This has remained the case in spite of improvements in the pay package over the last decade. In fact, because of their peculiar working conditions, the public servants have been among the most discontented group since Uganda entered the era of misrule and mismanagement of the 1970’s (Kingazi, 2006).

Remuneration of salaries in public service in Uganda was generally miserable in 1970s and 1980s. By the time a public servant’s salary could not buy him or her a pair of shoes! This is not to mention the other needs of someone like food, school fees, clothing and housing among others. In the words of Prof. Nsibamdi Apollo, a former minister of public service, government was paying “killing wage”. Thus, then even government increased salaries of public officers in the 1990s, it simply moved from a killing wage to a subsistence wage. It was (and still is) far from a living wage. Actually, for some, it is still less than a subsistence wage (Uganda Medical Association, 2002).

Higher socioeconomic status, namely women’s increasing education and participation in wage work, to be positively related with women’s greater say on decision making in the house hold. In Ghana, wealthier women were found to be more likely than poorer women to be involved in decision-making on the own health care, while employed and educated women were more likely to have a say in all aspects of the decision making in their household, relative to unemployed women and women with no formal education (Boateng et al. 2012). Work and formal education were positively associated with increased women’s household decision-making in Nigeria (Kritz and Makinwa-Adebusoye 1999). In Nepal, women who worked for cash were more likely to participate in all aspects of decision-making than those who were not employed or did not work for cash. Similarly, highly educated women and those living in the richest households were more likely to state their views on all aspects of decision making (Acharya & al. 2010).

2.2.1 The nature of gender-based violence

Gender based violence is a broad concept incorporating many forms of physical violence, sexual violence and a range of coercive, intimidating and controlling behaviors. It is damaging physically, psychologically and social (UNIFEM 2003). Gender based violence can occur in any intimate or

familial relationship, irrespective of whether the parties are living together or not, whether they are married or cohabiting or living in three generational extended families. It is this rational element, rather than location that define the violence as domestic because while it commonly occurs in the home it can spill out into streets, bus stops, bars or even result to road accidents. Therefore, domestic violence is real and serious violence that can result into permanent injuries and sometimes death (Home office, 2005)

Imagine poster identifies and illustrates key elements of gender-based violence including those summarized in the physical, sexual, psychological and financial violence strap line of many formal definitions, and which form the basis of criminal offences in many legal systems, including those of England and Wales, Scotland and Northern Ireland. Physical violence is represented in the imagine poster in its references to be punched, slapped, hit, bitten, pinched, kicked, pushed, shoved, burnt, strangled and beaten an illustrative but not exhaustive list. Although not specified there, it can involve the use of weapons and objects, which may be household items like knives, belts, scissors, furniture, hot irons, cigarettes or indeed anything that comes to hand (Johnson 2003).

Similarly, the cultural contexts can influence the forms taken by gender-based violence. For example, The Human Rights Commissions of Pakistan noted an increase in deaths by kitchen fires, reporting that at least four women a day are burned to death by husbands and family members as a result of domestic disputes (UNICEF, 2000). In India, although the institution of dowry has been abolished, dowry related violence is increasing and over 5000 women a year are killed burnt in kitchen fires by husbands and in laws (UNIFEM 2003). In the UK, in 2002, Southball Black sisters sought a judicial review of a coroner's decision not to hold an inquest after the collapse of criminal trial against the husband of a woman who was burnt to death with her child (Gupta, 2003).

According to Heise, (2005) Domestic violence exists in many but not all cultures throughout the world. Until the late 20th century, it was socially accepted in male dominant cultures, justified in customs and traditions and condoned by law. Women have also been expected to suffer in silence. Hostile criticisms have been directed at feminists and women liberation movements worldwide for challenging this violence and its condoning by governments at different points in history, most recently and powerfully in the last quarter of the 20th century. The simple facts about domestic violence in UK are quite staggering in any one year; more than 20% of employed women take time off work and 2% lose their jobs as a direct result of domestic violence. With 1 in 4 women and 1 in 6 men affected by it during their adult lives, this issue touches every work place up and down the country. Some 75% of the people who endure violence are targeted at work and less than 30% of work places know how to respond.

2.2.2 The relationship between income levels and the rate of gender-based violence

Available studies in different settings and the relationship between socioeconomic factors and women's status show mixed results and a number of the report reasons to expect variations in the effects of women's socioeconomic characteristics on different aspects of their live. For example; while some studies indicate that poverty is a strong predictor of gender-based violence, others show that it is an insignificant factor (Kishor and Johnson 2006).

One relationship that has been found to have a particularly strong correlation is that between gender violence and income. One study found that women who live in households that make under 10,000 \$ a year are 4 times more likely to be the victims of domestic violence than women who live in wealthier households (Brown, Salomon and Bassuk, 1999). Homeless mothers also report experiencing violence at higher rates than low income mothers with housing. Other research suggests that the association is a representative of a mutually reinforcing process than other simple casual relationship; that is that not only does economy stress lead to gender based violence, but domestic violence can also worsen economic insecurity as victims of domestic violence miss more days of work, arrive late to work more often and have more trouble in retaining the employment (Leone, Johnson, Cohan and Lloyd, 2004)

Dissimilarly, a comparison between violent crime and an employment reveals a more complex relationship. For example one study found the only positive correlation between an employment and violent crime to be that between unemployment and robbery. No other type of violent crime (murder/manslaughter, forceable rape or aggrieved assault) was found to correlate with unemployment (Raphael and Winter-Ebmer, 2001). This suggest that people struggling to find work may only commit crimes at a higher rate that ease the economic stress they are experiencing. However, a state by state analysis rate by the FBI discovered a link between state employment rates and violent crime rates per capita. Many southern states with the nation's highest unemployment rate also suffered the highest violent crime rates including Florida, South Carolina and Georgia. Conversely, most states with unemployment rates below the national average also had violent crime rates below the national average (FBI uniform crime report-crime in the US 2001). While the Raphael/Winter-Ebner study only specially found a link between robbery and un employment rates, the FBI study more generally shows a relationship between unemployment and all types of violent crime on a macro, state level.

Rhonda, of the Victoria women's domestic violence crisis service in Australia says that domestic violence also afflicts middle income class Australian men and women. But she says middle income women are the frequent users of services that keep records of their cases (Corrigan et al 2010). The average 72 daily calls to the crisis center tend to come from women of

the middle class. Almost 1 in 3 comes from women with non-English-speaking backgrounds of the average income earning families.

III. RESEARCH METHODOLOGY

A case study design was used in the study. The target population for the study was 150 civil servants working with Kamukuzi division, Mbarara District. Primary data was collected using questionnaire and interview schedule. All respondents participated in the study. The data was analysed using descriptive statistics in form of percentages, frequencies, standard deviations and means.

IV. FINDINGS OF THE STUDY

Basing on the result, it was found out that there is no significant relationship between income and gender-based violence. It was found out that across income levels gender-based violence is a problem in relation to table 17, close to a half (48.6%) of the respondent's rank domestic violence among high income earners to be very high. Compared to the least 19.4% that agreed that domestic violence is very high among middle income earners. This was attributed to the fact that high income earners have no respect to their partners, they are less concerned with the interests of the partner because money is available to access what he or she needs. Available studies in different settings of the relationship between socioeconomic factors and women status show mixed results, and a number of the report reasons to expect variations in the effects of socioeconomic characteristics on different aspects of their life. For example, while some studies indicate that poverty is a strong predictor of gender-based violence, shows that it is an insignificant factor (Kishor and Johnson 2006). Data obtained from interviews agreed with the above analysis that high income earners change their life style and this usually results into gender based violence, women feel much empowered that she should not seek the husbands authority on what she wants to make and the husband believes he is the head of the family whatever business he must make the last decision and this results into gender based violence. While on the other hand men who earn higher will look at their wife as subordinates, must obey the orders and ask no question to the husband. This is very true, a comparison between violent crime and unemployment reveals a more complex relationship (Raphael and Winter-Ebmer, 2001).

The study further revealed that 54.6% of the respondents agree that gender-based violence is high among the middle-income earners in comparison 18.6% who disagreed that it is among income earners. The difference was attributed to the fact that middle income earners tend that they are rich and yet and yet unable to meet or provide all the family requirements. This situation results into misunderstandings that account for domestic violence in the homes. Rhonda, of Victoria women's gender-based violence crisis service in Australia says that domestic violence also afflicts middle income class Australian men and women. But she says middle income women are the frequent users of services that keep records of their cases

(Corrigan et al 2010). The average 72 daily calls to the crisis center tend to come from women of the middle class. Almost 1 in 3 comes from women with non-English-speaking backgrounds of the average income earning families.

Finally the table indicates that more than half (67%) of the respondents agree that gender based violence is very low among high income earners compared to the least (13%) of the respondents disagree with the majority that it is very low among middle income earners. This was attributed to the fact that middle income earners tend to work as a group to prosper and ensure they achieve the best for the family. It was hard to conclude that there are no significant relationship levels of income and domestic violence, at the same time they reported that domestic violence is very low among high income earners. This concurs with Ross (2011) the links that do exist between violence and socioeconomic class may stem from the benefits derived from the specific crime. That is; people of lower socioeconomic class status have an incentive to commit robbery, which could yield money and other goods of value, as opposed to aggravated assault. Also, the issue briefly only examines the relationship between violence and socioeconomic class, not links between socioeconomic class and burglary, shoplifting and other non violent crimes. Like robbery many studies have found the afore mentioned petty crimes to correlate with social economic class, further suggesting that links between sustain crimes and socioeconomic class are often hinged on economic motivation. However, the studies link low income to high rates of gender-based violence posit that low income and domestic violence are part of a mutually-reinforcing process, rather than a simple casual relationship as seen in the robbery/unemployment connection.

V. CONCLUSION AND RECOMMENDATIONS

Basing on the field findings, there is no significant relationship between income levels and gender-based violence. The study explored different income levels basing on the salary scale of Uganda and the respondents studied ranged from U8-U3 at the level of scope area. The findings established similarly conditions, nature and perceptions towards gender-based violence.

Basing on the field findings, massive sensitization should be conducted across all classes, this is because it was found out that gender-based violence affects all classes, the income levels is just a small substance that can or may note contribute to gender-based violence.

The government needs to plan and establish a desk for staff consoling in each of its agencies, this is because it was found out that gender-based violence affect staff performance and even result into loss of employees. Opinions leaders especially the cultural, religious human rights activists should clearly come to an understanding on the gender roles, position and participation in family, community and office by women.

Government agencies should always organize a come together sensitization campaign to discuss and explore gender issues in general, this will build individuals ability to cop up and adapt to the situation.

NGOs and other sectors should intervene to cub down gender-based violence among the working class, life planning, community dialogues and neighborhood assemblies and engagements I gender issues will break some cultural ties that promote gender-based violence.

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