

UNIVERSITY OF ZIMBABWE



**AN ASSESSMENT OF THE ADMINISTRATION MEASURES FOR TACKLING
DOMESTIC VIOLENCE IN SELECTED UN AGENCIES IN HARARE, ZIMBABWE**

BY

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Abstract

Domestic violence (DV) is a problem which occurs in some UN families (meaning families of UN staff members). As is the case with other families in Zimbabwe, women and children are mostly victims of DV within these families. However, sometimes, DV victims in UN families are faced with challenges which make it difficult for them to access DV remedies through the legal channel as provided under the Domestic Violence Act of Zimbabwe (DVA). In such circumstances administrative measures available within the UN agencies for tackling DV can be used as an intervention mechanism. Without these measures, some victims of DV may continue to suffer domestic abuse at the hands of male spouses in private and in silence without any remedy. Therefore this research sets out to assess and make recommendations to improve the effectiveness of administrative measures within selected UN agencies in Zimbabwe for tackling domestic violence.

Declaration

I, Dorothy A. Onyeze, do hereby declare that this dissertation is my original work and that the work has not been presented or submitted anywhere before.

.....

Dorothy A Onyeze

.....

Date

Dedication

This work is dedicated to members of my family: my husband and children, Kelechi, Chidozie and Amaka.

Acknowledgements

Thanks be to the Lord Almighty for His Grace and Strength to carry on to the completion of this study.

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Finally, to my sister and friend, Genovive, my neighbour, Vira and her Mum, I say thank you. Your words of encouragement gave me the courage to move on.

List of abbreviations and acronyms

ADFVC	Australian Domestic Family Violence Clearing House
CAT	Convention Against Torture
CCAQ	United Nations Consultative Committee on Administrative Questions
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CIL	Customary international law
DEVAW	Declaration on the Elimination of Violence against Women
DV	Domestic violence
DVA	Domestic Violence Act of Zimbabwe
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Social, Economic and Cultural Rights
Maputo Protocol	Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa
SADC	Southern African Development Community
SHRM	Society for Human Resource Management
UN	United Nations
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UDHR	Universal Declaration of Human Rights
UNGA	United Nations General Assembly
UNICEF	United Nations Children's Fund
UNSRVAW	UN Special Rapporteur on Violence Against Women
WHO	World Health Organization
WR	WHO representative

List of human rights instruments

Convention Against Torture (CAT)

Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

Declaration on the Elimination of Violence against Women (DEVAW)
International Covenant on Civil and Political Rights (ICCPR)
International Covenant on Social, Economic and Cultural Rights (ICSECR)
Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (Maputo Protocol)
Resolution 1984/14
Resolution 58:147
Universal Declaration of Human Rights (UDHR)

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Constitution of Zimbabwe Amendment (No. 20) Act, 2013 (the Constitution)
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CHAPTER 1

1.0 INTRODUCTION AND BACKGROUND TO THE STUDY

1.1 Why I chose this topic

As a lawyer and the spouse of an international UN employee, I know firsthand what it means to put aside one's career, one's personal ambition and goals, for the sake of the family. I know what it means not to have a settled life having to move from one country to another as a dependent, going with my husband from one duty station to another as the demands of his job change. As an African woman, I also know what it means to live in isolation in a foreign country with no extended family support, just me, my husband and children. I know what it means to be completely dependent on my husband for all my financial needs. My situation is not peculiar, but this is the case for most female spouses of international UN staff members.

For many people all over the world securing United Nations (UN) employment especially as international employee in any of the UN agencies is the dream of a lifetime. Being a staff member of a UN agency gives an employee the opportunity to contribute towards the fulfilment of the mandate of the UN agency and become an indirect contributor to the progress of the world in the particular area of focus of the UN agency/organization. In addition, UN employment comes with extra financial benefits for the employee, their spouse and dependents.

The above are all positive aspects of securing employment with the UN. But there are peculiar family challenges associated with the nature of UN employment. For international UN employment, the family challenge begins the moment a spouse secures the job. On the one hand there is the excitement of the new job, UN international employment, but on the other hand, the family must make a quick and hard decision: Will the family continue to live together, or will they live separately? Each possibility has its unique challenges. If the choice of staying together is the preferred one, then the female spouse must join her husband at his duty station. No matter what her professional career is, she must abandon it, for the sake of her family. In other words, she must sacrifice her professional life and career goals for the sake of her family. This is often the case because many host countries seldom give job

permits to the spouses of international UN staff employees. In other words, the wife of an international UN employee is forced to become a full-time house wife, regardless of her professional qualifications which means that she becomes completely dependent on her husband.

For many spouses of international UN staff employees, the challenge is limited to the circumstances outlined above, but for some, the case is different. They become subject to various forms of domestic violence (DV) abuse by their husbands. I remember the story of one of my friends, the wife of an international staff member of one of the UN agencies in Zambia, who suffered different forms of DV abuse at the hands of her husband. These abuses had a very adverse effect on her physical and emotional state. As a foreigner in Zambia, she had no family support and did not know where to turn for protection from the abuse she suffered. Life was very tough for her, but she was stuck and ignorant of how to seek any remedy for her plight.

This story of my friend in Zambia is not an isolated one. Here in Zimbabwe, as in other countries, most female spouses of international staff members are also exposed to domestic abuse from their husbands due to their total dependence on them and their isolated lifestyles. In addition there are other groups of women in 'UN families', including female national and international staff members and wives of national staff members of UN agencies who are also faced with peculiar challenges in their families and may also be victims of DV.

In this study 'UN families' refer to families of national and international UN staff members. Within UN agencies there are mainly two categories of staff members, national and international staff members. The UN recognises the spouse and children of national and international staff members as their dependents.

According to UNICEF, domestic violence (DV) is a global problem of enormous proportions and while any person can be a victim of DV, the majority are women. Also, it is estimated globally that at least one in every 3 women has been beaten, coerced, abused in one way or another by a close relation including her husband or other male family members (UNICEF, 2006). This statistic reveals the reality of life for many women. The above statistics also depict the reality for some women in UN families in Zimbabwe and other countries. It is said

that violence against women of which DV is the most prevalent, is present in every country and cuts across culture, class, education, income, ethnicity and age (UNICEF, 2000).

International female staff members may have left their families in their home countries and this may create family friction. National female employees are also exposed to conditions which make them vulnerable to DV. If a woman earns more money than her husband, she may be subjected to DV by her husband in order to retain his supremacy over her as the head of the family. So, from whatever angle the situation of women in UN families is looked at, it may be said that some of them suffer DV at the hands of their husbands.

Unfortunately for some of them, especially the international spouses, they may not know how to seek help, where to go, who to talk to or what to do. The only community that they know is the UN community. Even for female UN staff members, whether national or international employees, there may be factors which make it hard for them to seek remedies through the legal channel and so they may prefer to rely on the support system available within the UN system. It is for all the above reasons that I chose this research topic, especially the unique circumstances that expose women in UN families to DV and the challenges they face in securing legal remedies to protect them.

The study covers six chapters. Chapter one is the introduction to the research. It explains my interest in choosing this topic. This is followed by the statement of the problem, the aim and objectives of the study, the research assumptions and research questions. Chapter two covers the review of laws and literature which relate to DV. The human rights framework on DV at the international and regional level is reviewed. The Zimbabwe legal framework on DV is also covered in the chapter. The chapter also looks at the literature relating to women's vulnerability to DV victimization as well as DV in the workplace. In chapter three, the methodology and methods used to obtain the relevant data in this research are explained. Chapters four and five cover the findings and analysis from the data collected. Finally, chapter six, entitled, 'Putting it all together', discusses the issues raised in this research and this is followed by my recommendations and conclusion.

1.2 Statement of the problem

For some women, the family which should be the place of love and peace is where they experience the greatest amount of different forms of abuse from those they call family members especially men, fathers, brothers, fathers in-law and in most cases husbands. These abuses can range from physical and psychological to emotional and economic, etc. It is these forms of abuses that are inflicted by family members that are collectively known as domestic violence (DV). While it is true that some women can also be violent, the proportion of women who commit DV is very small in comparison with men and the violence they inflict is less serious than what men inflict on women. Also, while DV can be perpetrated by any family member, the most common scenario is that of DV between intimate partners, e.g., present or former spouses. In this research focus is limited to DV by one spouse against their spouse and/or children because UN agencies only recognize them as dependents or family members of UN staff members.

In the past, the issue of DV was not recognized as an offence by society. It was swept under the carpet and treated as a private affair between the parties. Fortunately, in the past two decades, more attention has been drawn to this growing menace as a result of the activities of many women's rights activists and the provisions in human rights instruments which have come to recognise and treat DV for what it is: an offence/crime against the victim and a violation of their human rights.

Zimbabwe, as a state party to many human rights instruments, is one of the countries that has passed a law against DV in 2007 through the enactment of the Domestic Violence Act (DVA). While this is a great mile stone in the fight against DV in the country, the problem is that for some women in UN families, especially for international spouses, it may be very difficult for them to seek protection against DV using the legal channel. In the first instance, the lack of adequate information and awareness of the law, the procedure to be followed in accessing the law, the fear of intimidation from their perpetrator husbands, the issue of diplomatic immunity, the implications of DV on work performance, etc. may all pose barriers against accessing their legal remedies.

This raises the question of what role the UN agencies play with regard to the issue of DV. As employers of labour, do the UN agencies treat DV as work place issue? How can a spouse of

a UN staff member who is not an employee of the UN agency but only a dependent of an employee, benefit from the any anti-DV administrative measures within the UN agencies? These questions are a source of concern to me. As a spouse of an international UN staff member, I remember the plight of my friend in Zambia who suffered DV in the hands of her husband. I also reflected on the plight of other spouses and female employees in UN agencies who also suffer from DV but who do not have easy access to the legal remedies available within the wider society in Zimbabwe. Going through the administrative channels of the UN agencies may be the only possible alternative for a victim of DV who is unable to seek redress through a nation's legal system. Without protection from the world's largest self-professed human rights organisation or rather family such victims as my Zambian friend and many others will continue to suffer abuse at the hands of its less desirable family members.

Also, I am aware that UN agencies take the issue of workplace abuses seriously. Staff members are mandated to undertake online courses on workplace harassment and sexual exploitation, so I wanted to find out through this research how the issue of DV is handled in the selected UN agencies.

1.3. Aim of the research

The aim of the research is to assess the administrative measures in the selected UN agencies for tackling issues of domestic violence and to find if the measures are based on a Domestic Violence Policy.

1.4 Research objectives

The research objectives are as follows:

- (a) To ascertain the kinds of administrative measures which the selected UN agencies use to address DV and how these measures relate to the remedies under the Domestic Violence Act of Zimbabwe.
- (b) To ascertain if UN staff members/spouses prefer to address issues of domestic violence through the administrative measures of the UN agencies rather than through the formal legal channel.

- (c) To devise recommendations to help in the fight against domestic violence in the selected UN agencies.

In this study 'UN families' refer to families of national and international UN staff members. Within UN agencies there are mainly two categories of staff members, national and international staff members. The UN recognises the spouse and children of national and international staff members as their dependents.

1.5. Research assumptions

1. There are likely to be issues of domestic violence among some UN families in Harare, Zimbabwe.
2. Women in UN families are more likely to be vulnerable as victims of domestic violence and some may not be aware of available remedies under the administrative measures of the UN agencies or under the Domestic Violence Act of Zimbabwe.
3. The administrative measures for tackling issues of domestic violence may vary between selected UN agencies and there may or may not be a Domestic Violence Policy in each of the selected UN agencies upon which the administrative measures are based.
4. The status of being a UN agency staff member or spouse of a UN agency staff member may affect the decision as to what channel of remedy to seek if a person is a victim of domestic violence and where a perpetrator is an international UN staff member or the spouse of an international UN staff member, diplomatic immunity may be an issue in taking legal action under the Domestic Violence Act of Zimbabwe
5. There is a need for a standardized policy on domestic violence in the UN agencies for addressing domestic violence in UN families.

1.6. Research questions

1. Are there likely to be issues of domestic violence among some UN families in Harare Zimbabwe?
2. Are women in UN families more likely to be vulnerable as victims of domestic violence and are there some who may not be aware of available remedies under the administrative measures of the UN agencies or under the Domestic Violence Act of Zimbabwe?
3. Do the administrative measures for tackling issues of domestic violence vary between the selected UN agencies and is there a Domestic Violence Policy in each of the selected UN agencies upon which the administrative measures are based?
4. Does the status of being a UN agency staff member or spouse of a UN agency staff member affect the decision as to what channel of remedy to seek if a person is a victim of domestic violence and where a perpetrator is an international UN staff member or the spouse of an international UN staff member, will diplomatic immunity be an issue in taking legal action under the Domestic Violence Act of Zimbabwe?
5. Is there a need for a standardized policy on domestic violence in the UN agencies for addressing domestic violence in the UN families?

1.7 Delineation of the study

At the preparatory stage of the research, my initial plan was to conduct the study in five UN agencies, namely, the World Health Organization (WHO), the United Nations Development Program (UNDP), the United Nations Population Fund (UNFPA), the United Nations Children's Fund (UNICEF) and UN Women. Apart from the UNDP, this choice of agencies was based on my understanding that these agencies are focused on issues that particularly affect women. The UNDP was targeted because as the head of all the UN agencies in Zimbabwe I wanted to obtain more insight into the UN's overall position in relation to the relevant research issues.

However, penetrating the UNDP and UNFPA was not possible. Since time did not permit, I decided to limit the data collection to three of the agencies, namely, the WHO, UN Women and UNICEF. UNICEF also posed some challenges as I was unable to secure access to its staff members. I did, however, manage to secure an interview with a key informant, namely, its Human Resources Manager.

CHAPTER 2

2.0 LAW AND LITERATURE REVIEW

2.1 Introduction

The goal intended to be achieved in this chapter is to provide a contextual background for this research. It sets out the justification for the study based on identifying the silent issues on the subject which it seeks to address as a point of departure from what has already been researched and documented in the current field of literature. This chapter is focused on the contextualization of issues raised in this research within relevant laws and literature. Law and literature surrounding domestic violence as a violation of human rights are reviewed. Therefore, international and region human rights instruments are analysed within this perspective. It is also necessary to review Zimbabwe's legal framework on DV along with relevant literature on women's vulnerability to DV victimization and DV in the workplace.

2.2 Domestic violence as a human rights violation

Simply put, domestic violence is violence that is perpetrated by a family member against another family member, usually in the private domain of the family. While anybody in the family can be a victim of DV, in many cases it is women who suffer most from abuses that occur in the family. As a result, DV is a form of gender-based violence because it is often directed against women simply because they are women. Most men use it as tactic to maintain the subordination of women in the family. Since it is directed against women on the basis of their gender it is therefore a form of discrimination against women.

Until most recently, issues that related to abuses in the family were treated as private issues over which the state had no control. The incidence of a woman been beaten by her husband or other forms of abuses committed against her by her husband were regarded as the 'normal' incidences of marriage. The police usually turn away such cases with the excuse of their being 'husband and wife' matters over which they have no jurisdiction. Hence, women suffered from domestic violence abuses in silence and were unable to speak out due to socio-cultural constraints.

As a worldwide menace, domestic violence exists in virtually every culture on earth. It is said to be present in every country, cuts across boundaries of culture, class, education, income,

ethnicity and age (UNICEF, 2000). While DV has existed for a very long time and continued unabated and unrecognized as an offence in the public domain, its recognition as a human rights violation is only a recent development in international law (Meyersfeld, 2016).

Since the 1990, through the efforts of many women's right activist, experts and committed governments, violence against women including domestic violence is now recognized as a human right violation (WHO, 2005). The progress made in the recognition of DV as a human rights violation was characterized by many years of historical development of women's rights under international law, declarations and resolutions (Meyersfeld, 2016).

According to Amnesty International, the recognition of DV as a human right issue is based on the fact that DV abuses and their implications are linked with other human rights as specified in human rights instruments.¹

The Universal Declaration of Human Rights (UDHR) was adopted in 1948 by the UN General Assembly (UNGA). Although not originally binding on member states it is regarded as having provided the outline of fundamental human rights principles under Customary International Law (CIL). It provides (article 3) that everyone has the right to life, liberty and security of person.² It is argued that DV is implicated when this right is breached (Advocates for Human Rights, 2010).

The UDHR was followed by International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Social, Economic and Cultural Rights (ICESCR). DV is implicated when certain provisions of these treaties are breached. For example, article 3 of the UDHR was reaffirmed by article 6 (right to life) and article 9 (right to liberty and security of the person) of the ICCPR; in addition, article 14 provides for the right to equal protection under the law. The ICESCR (article 12) provides for the right to the highest standard of physical and mental health. Breaches of all these rights implicate domestic violence (Advocates for Human Rights, 2010).

Despite the assumed implication of DV in early human instruments, many have argued that while the rights articulated in these early human instruments reflect the inherent dignity and

¹ Amnesty International, 2013.

² Article 3 of the UDHR.

the equal and inalienable rights of all people, they do not target the specific types of harm that women experience especially under DV.³ Hence, the rights as provided in these early human instruments do not sufficiently provide the kind of protection women need as a result of the specific abuses that they suffer (Subedi, 1997).

The most important development in women's rights was the adoption of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1979, whose main focus was the elimination of all forms of discrimination against women and the achievement of equality between men and women. In article 1, CEDAW defines discrimination against women as:

‘...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.’

Since violence against women including DV is perpetrated against women on the basis of their gender, it is therefore a form of discrimination. So, the omission of violence against women in the definition of discrimination under article 1 of CEDAW is regarded as a deficiency of this definition.⁴

In 1992, with the adoption of General Recommendation 19 by the CEDAW Committee, gender-based violence was explicitly included in the definition of discrimination under article 1 of the Convention. The Committee obliged states to take all necessary steps to eliminate discrimination in all its forms and specifically family violence and abuse. On family violence the Committee stated as follows:

‘Family violence is one of the most insidious forms of violence against women. It is prevalent in all societies. Within family relationships women of all ages are subjected to violence of all kinds, including battering, rape, other forms of sexual assault, mental and other forms of violence, which are perpetuated by traditional attitudes. Lack of economic independence forces many women to stay in violent relationships. The abrogation of their family responsibilities by men can be a form of violence, and coercion. These forms

³ Meyersfeld, 2016.

⁴ Advocates for Human Rights, 2010.

of violence put women's health at risk and impair their ability to participate in family life and public life on a basis of equality.'

Before the adoption of CEDAW's General recommendation 19, there were world conferences on women's right, UN resolutions and declarations in which violence against women were also addressed. For instance, at the 2nd World Conference in Copenhagen in 1980 reference was made to family violence and a resolution on battered women and violence in the family was adopted. In 1984, the UN Economic and Social Council passed Resolution 1984/14 on violence in the family.

In a UN report in 1989 on violence against women in the family there was a change in the emphasis given to the family in international law for protection of the family unit as a natural and fundamental group unit of the society.

The CEDAW Committee under General Recommendation 19 also stated that violence against women is a violation of the right not to be subject to torture or to cruel, inhuman or degrading treatment or punishment. This right is provided under the Convention Against Torture (CAT) and breaches of its provisions also implicate domestic violence.

Apart from treaties, international declarations have given useful insight into violence against women which include domestic violence. The Declaration on the Elimination of Violence Against Women (DEVAW) adopted by the UN General Assembly in 1993, established the most comprehensive set of standards in international law for the protection of women against sexual and gender-based violence. The preamble demands the commitment of not just the state but the international community at large to eliminate violence against women. The preamble also notes certain groups of women who are especially vulnerable to DV including migrant women. DEVAW also recognizes that violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women, and that violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men. DEVAW, under article 2(a), lists abuses including violence against women. Article 2(a) reads as follows:

'Violence against women shall be understood to encompass, but not be limited to, the following:

Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.’

In 2004, the UN General Assembly in Resolution 58/147 specifically addressed domestic violence. One of the points it highlighted was that domestic violence is one of the most common and least visible forms of violence against women and that its consequences affect many areas of the lives of victims.

While much progress has been made at the international level with respect to the recognition of DV as a human right violation, this recognition has been slow in coming. For instance, early human rights instruments did not expressly provide for DV. Through its omission of gender-based violence or violence in its definition of discrimination, CEDAW proved that at the time it was adopted, its focus was not on violence against women. This means that the world community has allowed DV to continue unchecked for a very long time.

At the African regional level there have been initiatives relating to violence against women with the emphasis on domestic violence. The Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (Maputo Protocol) is very useful in his regard. Article 1(j) of the Protocol defines violence against women to mean:

‘all acts perpetrated against women which cause or could cause them physical, sexual, psychological, and economic harm, including the threat to take such acts; or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed conflicts or of war.’

These are all DV abuses.

Also, the SADC Declaration on Gender and Development and its Addendum oblige states parties to protect and promote women and children’s rights and to take urgent steps to prevent and deal with hidden cases of violence against women and to create awareness in an integrated manner. Its Addendum specifically recognizes violence against women and children as a reflection of unequal power relations between women and men and also, lists abuses that occur in families which result in the domination and discrimination of women and

men. It calls on all states within the SADC region to enact laws against DV and to ensure the protection and removal of all forms of discrimination against women.

2.3 The Zimbabwe national framework on DV and remedies under the Domestic Violence Act (Chapter 5:16)

Zimbabwe, as a signatory to CEDAW, is one of the countries that has complied with CEDAW's call under article 2 for state parties to adopt appropriate legislative measures and other measures towards the elimination of discrimination against women. With the inclusion of violence against women in the definition of discrimination by the CEDAW Committee, under General Recommendation 19, DV is clearly a form of discrimination against women. Zimbabwe has through various initiatives taken steps to promote equality between men and women. Under the 2013 Constitution of Zimbabwe, section 56 provided for equality and non-discrimination of all persons in political, economic, cultural and social spheres. Also in demonstration of its commitment towards the protection of the family and prevention of DV, the Constitution provides under section 25(b) that:

‘The state and all institutions and agencies of government at all levels must protect and foster the institution of the family and in particular must endeavour within the limits of the resources available to them, to adopt measures for the prevention of domestic violence.’

Sections 52 and 53 have provisions on the right to personal security and freedom from torture or cruel, inhuman or degrading treatment or punishment. Breaches of these provisions may be embraced in situations of DV.

The country reached a milestone in the pursuit of the achievement of women's rights and the elimination of DV through the enactment of the Domestic Violence Act (Chapter 5:16). The Act gave the meaning of DV under section 3, as any unlawful act, omission or behaviour which results in death or the direct infliction of physical, sexual or mental injury to any complainant by a respondent and also includes a wide range of violence like physical abuse, sexual abuse, emotional, verbal and psychological abuse, economic abuse, intimidation, harassment, stalking, malicious damage to property, forcible entry into the complainant's residence where the parties do not share the same residence, etc.

Under section 4 of the Act, the penalty attached to the commission of DV range from a fine not exceeding level fourteen or imprisonment for a period not exceeding 10 years or both. To assist victims of DV, the Act provides for the application for a protection order under section 7 and an interim protection order whether by the complainant or any person acting on the complainant's behalf as specified under section 7(1)(a)-(d). The protection order mandates the abuser to stop abusing the victim (Zimbabwe and Gender Links, 2013). The protection order may also prevent the abuser from entering a victim's residence, workplace, or other areas which they frequent; mandate the perpetrator to pay emergency relief to the complainant for household expenses, medical bills, school fees, or mortgage bonds and rent payments; award temporary custody of children 'to any person or institution' and regulate rights of access to said children by the perpetrator; and provide compensation for any physical injury, trauma, or loss suffered by the complainant (Zimbabwe 2006, Art. 11). Also, the Act makes provision for the use of the services of anti-domestic violence counsellor by the parties. It specifies a range of functions to be carried by an anti-domestic violence counsellor. These include but are not limited to advising, counselling and mediating between parties in DV cases. It is however reported that despite the presence of the Act in the country, and the extensive legal protection provided under the Act, societal discrimination and domestic violence persist (Freedom House, 2014).

Taking the circumstances of UN families into consideration especially with respect to international UN families, the question is how easily these penalties can be enforced against an international UN staff member especially where imprisonment is the deserved penalty. Even when a fine is imposed, the question is can the payment of such a fine be strong enough to deter a man who abuses his wife from continuing to do so. Even before a DV matter involving an international UN employee can reach court, arresting the perpetrator is usual not easy for the police. They are always reluctant to arrest UN employees as the issue of diplomatic immunity creates huge challenges. Also, where the appropriate sentence for the DV committed by the UN employee is imprisonment then issue of diplomatic immunity may also arise.

The function carried out by the anti-domestic violence counsellor as provided under the Act is similar to the services which the counsellor attached to the UN clinic renders to UN families. So, some victims of DV may prefer to go to the UN counsellor than to the counsellor attached to the police or court.

2.4 Women's vulnerability to domestic violence victimization

Despite the progress in advancing women's rights at the international, regional and national levels and with the recognition of DV as a violation of the human rights of women, and the various initiatives in many countries like in Zimbabwe towards upholding the rights of women in the family, DV still persists in many families with women being the victims in most instances. In UN families, as in other families, it is women who are mostly the victims of the abuses that take place in the private domain of the family. In fact, it is said that all women are potentially subject to gender-based violence and thus potentially vulnerable (Mckie, 2005). However, while this is true in principle, women differ in scale of vulnerability. But despite this difference in scale of vulnerability of different women, the question is, why are the women in intimate relationships or in families more vulnerable to DV than men?

DV reflects women's subordinate status within a hierarchical gender relation in the family and the dependences which are associated with it (Kabeer, 2014). The family is the site where male dominance which is also reflected in wider society is concentrated. As patriarchy is the root on which most societies are structured and the family being the nucleus of the society, men occupy the power dominating position in the family. They use force, coercion, abuse of different types as the means of sustaining and keeping this position. Thus, women tend to be most at risk of violence from family members especially from intimate partners or spouses.

Unfortunately, due to the social construct of power relations in the family, and because many abuses occur within the private sphere of the family, they are treated in many cultures as a 'normal' aspect of marriage and family life (Kabeer, 2014).

While men and boys experience violence, they are more victims of violence outside the home which are perpetrated by people who do not have familial relationship with them. For instance, men can experience street violence, homicide and other crimes by strangers or casual acquaintances (Kellerman and Mercy, 1992). Also, it does not mean that men are not victims of DV, but this is rarely part of a sustained one-way pattern of violence and in most cases, not as severe as that which husbands inflict on their wives (Kabeer, 2014).

To put the issue of women's vulnerability to DV victimization in statistical perspective, in a study carried out in 35 countries, before 1994, the finding revealed that 10 to 52 percent of women were reported to have been physically abused by an intimate partner, while 10 to 30 percent had experienced sexual abuse by an intimate partner (Heise *et al.*, 1999).

According to UNICEF study, 20 to 50 percent of women at some stage of their lives have been victims of DV (UNICEF, 2000). Also, in a WHO survey carried out in 15 rural and urban communities, the findings showed women as victims of various types of DV across the countries (WHO, 2005). Urban Japan reported the lowest percentage of all forms of violence while provincial Bangladesh, Ethiopia, Peru and Tanzania reported the highest.

Zimbabwe's situation is no different from the rest of the world with regards to women being victims of DV. According to statistics, the prevalence of lifetime physical and/or sexual intimate partner violence of women in Zimbabwe stood at 35 percent while the prevalence rate within 12 months stood at 20 percent (Zimbabwe Demographic Health Survey, 2015). Also, a study carried out in Zimbabwe showed that over two thirds of the surveyed women (69%) reported being victims of imminent partner violence which included physical, sexual and psychological abuse (Zimbabwe and Gender Links, 2013, 41).

While it has been said that DV stems from the patriarchal structure of the society from which the family takes its cue, in reality, not all men perpetrate DV against women or any violence in general. If this statement is a fact, why then do some men abuse their spouses while others do not? Before going into the answer to this question, one must understand that violence in general is a multifaceted phenomenon which is as a result of the interplay of different factors that operate at the level of individual, interpersonal relations, institutional context and the wider society (Heise *et al.*, 1998; Bott *et al.*, 2005).

With respect to individual and interpersonal explanation as to men's perpetration of DV, the common factor that has been identified is that of childhood experience. Children who grow up in families where their fathers were abusive to their mothers are more likely to also abuse their partners when they become adults (WHO, 2002; Abramsky *et al.*, 2011). According to a study carried out in South Africa, men who are violent at home are also likely to also be violent in their workplace and in wider society (Abraham and Jewkes, 2005). However, not

all children who grew up in abusive families become abusive themselves when they are adults (Kabeer, 2014).

In some cases, the level of a man's education can also reduce a man disposition to violence, but this does not apply in all circumstances. There are men who are well educated who abuse their spouses as is the case with UN employees who abuse their spouses. Another factor may be the kind of cohabitation partners have: men who are polygamous tend to be more abusive than those in monogamous marriages. The payment of a dowry by a man for his wife as in most African societies is also a factor which affects women's vulnerability to DV victimization (Kabeer, 2014). Some men regard the payment of a dowry as the purchase of the woman granting them an absolute right of ownership over their spouse. Alcohol consumption may be a strong factor too. Men who consume excessive alcohol often abuse their wives under the influence of the alcohol.

With respect to access to material resources, there is an inconsistency in research findings. On the one hand, a woman's lack of personal access to material resources makes her more dependent on her husband and more subordinate within the family. And this is especially so in most families in Africa where men are expected to be the bread winners of the families. So, situations in which women have more access to material resources than men, like earning higher salaries, challenge the prevailing gender norm and may threaten men's superiority status in the family and lower their self-worth, thereby increasing the likelihood of their abusing women (Kabeer, 2014).

The different groups of women within UN families are affected by the interpersonal relational factors in different ways. For instance, access or lack of access to economic dependence may increase the likelihood of abuse while for female staff members their earning higher salaries may also provoke violence. The reality is that in all circumstances women suffer a higher risk of being victims of DV than men.

2.5 Domestic violence as a workplace issue

With the focus of this research being the assessment of the administrative measures within the UN agencies for tackling DV, one critical issue which it raised is the relationship between the workplace and DV. DV usually happens in the private homes of the individuals, so, how

is it linked with the workplace? And why should employers concern themselves with such 'private' issues of their employees? The answer to these questions varies from one organization to another.

Despite the recent recognition of DV as human right violation deserving public attention, different people still have different perceptions about the issue. While some still take it as the private affair of those involved and which other people should not interfere with, other people embrace the fact that the menace of DV should be a public concern and that everything must be done to eliminate it from society. While government through the law enforcement agents and the court is at the forefront of the battle against DV, some organizations and private establishments have come to the realization that what happens in the private lives of their employees have a direct and indirect impact on the organization. These organizations take measures towards ensuring that their employees have a violence free workplace and take measures which can help their employees in relation to DV. For many other organizations, DV is considered an employee's private concern which should not be brought to the workplace but enforced only through the formal legal channel and this is possible only in a few countries where laws against DV exist, like in Zimbabwe.

This research will uncover the UN agencies' position on this issue. While it is true that Zimbabwe has a DVA which victims of DV can use, the fact is that the United Nations occupies a unique position in the world of employers and all its agencies should prove to be model employers which other organizations should emulate.

Zimbabwe should take a cue from Australia which is recognized as the world leader in the provision of DV support in the workplace. According to the 1st Australian national plan to reduce violence against women and children (2012-2013) a national strategy requires 'integrated governance arrangement that cuts across traditional government boundaries and engage the community and private sectors. No government or group can tackle this problem alone' (Australia Development 2009-2016).

As a result of the rate of DV all over the world, Meagan Newman a US legal expert on DV said, 'the employer can no longer dismiss the issues of DV by characterizing them as family matters or issues left to law enforcement (Society for Human Resource Management (SHRM) 2018). Australian employees now have a standardized right to be supported at work against

DV.⁵ This is through a model clause which was developed by the Australian Domestic Family Violence Clearing House (ADFVC) and which is to protect those affected by DV and provide clarity and consistency in the work place. By doing so the ‘workplace is then understood as a crucial part of an integrated community and government response to domestic violence’ (Baird *et al.*, 2014).

Also, in America, while there is no standardized model as in Australia, some companies have formal DV prevention policy. According to Newman, ‘Every employer needs to have a policy that addresses the issue of DV.’⁶ The policy should be comprehensive and different from workplace violence harassment policy. According to her, such a policy should address the following:

- Conduct that occurs off-duty.
- Security concerns.
- Violations of an employment agreement or other conditions of employment.
- Non-actionable conduct that nonetheless needs to be addressed because knowledge about the issue is raising concerns or otherwise disrupting the work environment (SHRM, 2018).

It has been argued that employers are reluctant to engage with issues relating to DV involving their employees due to some considerations. There may be fear that it may have legal implications with regards to privacy and maintaining confidentiality. Some may believe that while DV is a critical issue it will not happen at the workplace. Also, there is the issue of not being equipped with the capability to address DV issues (SHRM, 2018). According to Kim Well, the Director of Corporate Alliance to End Partner Violence, a national non-profit organization in the USA, managers need not be experts on issues of DV. He said:

‘While we want managers and supervisors and co-workers to be trained about domestic violence and its impact on the workplace, and how to respond and get people to the help they need, we do not want them to take on a role that should be filled by those professionally trained to help. Once employers understand this, this alleviates much of their concern about what their role should be, and they get past that obstacle and can move on to crafting a program’ (SHRM, 2018).

⁵ Australia Development 2009-2016.

⁶ Society for Human Resource Management (SHRM), 2018.

It is easy to understand that DV has grave consequences for employees and the organizations they work for. It is said that being a victim of DV comes at a real cost and also negative impact which flow into the workplace (Australian Human Rights Commission, 2014). Some of these impacts include health and economic costs. DV can also affect an employee's job performance.

While there may not be statistics of similar impacts in Zimbabwe, in Australia, intimate partner violence is the leading contributor to death, disability and illness in women aged 15 to 44 years. It is said to be the cause of more disease in women than many other well-known factors like smoking and obesity (Australian Human Rights Commission, 2014). The economic cost of DV to the Australian economy is said to \$8.1 billion in 2002/2003 and this would have been \$9.9 billion without the preventive action taken by the organizations/companies. Survey also showed that women are victims of DV had low job performance, were distracted, tired or unwell and needed time off work. These affected their personal income, disrupted their work history, etc.

Taking all these issues into consideration, I will say that it is important that employers concern themselves with the issue of DV as this can help in the reduction of DV in the world and also reduce its impact on the organization.

From the literature reviewed, their limitation is that organizations that concern themselves with DV matters are more concerned with protecting their employees who are victims of DV. Not much focus is given to employees who are perpetrators of DV. For female spouses of UN employees, such focus may be of indirect benefit to them. If adequate measures are put in place in UN agencies, to ensure that staff members do not perpetrate DV, many spouses experiencing the pain of DV may be spared the pain and the violation of their human rights.

2.6 UN system and work/family issues

Administrative measures for tackling DV in the selected UN agencies, the focus of this research, naturally fall within the ambit of the reconciliation of work/family issues of UN employees. It is therefore imperative to find out how the issue of work/family have been discussed under the UN system with emphasis on DV.

In the UN administrative system under the office of the Chief of Executives Board for Coordination (Board), attention has been directed towards the facilitation of the reconciliation of work and family responsibilities of both genders of employees within the UN head office and in the UN agencies. In several reports of the different administrative units of the UN system, the issue of work/family reconciliation have been discussed and the Board through an article titled 'Work/Family Issues' put together most of the reports of various administrative committees that have dealt with this issue under the UN system. The Board has expressed the need for concern to be given to not just issues relating to the workplace of UN employees but also that the UN should concern itself with issues which relate to employees' private lives or employees' family matters. According to the Board, this is in line with what some organizations in the world community do as it has been recognized that concern by employers for the reconciliation of work and family issues of employees help to attract and keep the highest quality workforce (United Nations System, 2016).

In the report of the UN Consultative Committee on Administrative Questions (CCAQ), it emphasised that the UN system must take steps to regain its position as a model employer in its human resource policies and practices through committed efforts in ensuring that the UN is organized in a way that attention is paid to work related issues of UN employees as well as their family issues. To this effect, the committee gave recognition to the work of the UN counsellors who have the responsibility of helping employees balance their work/family lives.

With respect to DV, the report of the Ad Hoc Meeting on Social Policy Issues in the UN system Work place, had made recommendations on the issue of stress in the work place, violence in the work place and DV. These recommendations were made following the death of UN staff members in three occasions. According to the report, the staff members had suffered from DV which their colleagues were aware of. It was pointed out that due to the nature of work of the UN system staff, they are confronted with situations which expose them to DV in their families.

In summary, the focus of most of the reports of the various administrative units of the UN in the Board's article was for the UN system to ensure that employees are able to balance their work/family lives.

CHAPTER 3

3.0 METHODOLOGIES AND DATA COLLECTION METHODS

3.1 Introduction

In this chapter, my focus is to lay out the methodological approaches that guided the entire research process. This is followed by the research methods which I adopted during the data collection. The approaches adopted during the whole research process were guided by the theme of this research which is DV and the research assumptions I formulated at the preparatory stage of the research and which formed the basis of data collected. Since the aim of research was to critically assess the administrative measures within the selected UN agencies (or what some of their officials regarded as a probe into the UN system) and considering the sensitivity of the issue DV, I adopted methodological approaches that helped me to best negotiate or manage the challenges that the research presented.

I used both qualitative and quantitative approaches to collect the relevant data. The qualitative approach took the form of individual interviews with some staff members and focus group discussions with spouses. Because of the difficulty of reaching the numerous respondents involved, I adopted a quantitative data collection method through the distribution of a self-administered questionnaire. The questions were carefully formulated to capture data relevant to issues raised by the research. In some instances, sensitive questions were asked in an indirect manner so that the respondents felt free to answer the questions as honestly as possible.

3.2 Theoretical approaches

Since this study is focused on the issue of domestic violence as a human rights violation in terms of various international human rights instruments, I adopted a human rights approach to the research journey. As a human rights issue, domestic violence is no longer treated as a private matter between the individuals involved which was the case until relatively recently. Since the devastating effects of DV are now recognised as being so far-reaching within society, the issue of DV is now regarded as a matter of public interest deserving the attention of those at every level of society which means interested stakeholders include not only work place employers of victims but their representatives in government as well.

Critically analysing the UN's administrative measures for combating DV using the HR approach is an ideal way of ensuring that DV victims within UN families who have difficulties in accessing justice through the courts are not left without any form of help or protection. In this vein, Ms. Rashida Manjoo, the UN Special Rapporteur on violence against women said:

‘The response required to ensure that women’s lives are free from violence must occur on multiple levels, from the individual to the institutional, from local to the transnational in times of peace and in times of post-conflict’ (UNSRVAW, 2011).

This means that every organization including UN agencies themselves should take steps to protect women from violence, including DV.

The women's law approach was also relied upon in conducting the research. Through this approach I was able to find out the position of women in UN families based on their own personal explanation of issues relating to DV as it affected them. As explained by Dahl (1987, 17), this approach describes the how the law affects women in real life in order to discover how their position can be improved in society. Throughout the research process the focus was on the issue of DV as it affected women in UN families. Questions which were asked during the data collection process were directed to unearth the actual position of women in UN families and how they utilize the available legal remedies as provided under the Domestic Violence Act of Zimbabwe. The question as to whether the UN agencies' administrative measures used for tackling DV are based on any Domestic Violence Policy was aimed to find out how the issue of policy affected women in real life.

Another approach I applied during the research was the grounded theory approach. During the research period, emerging issues affected the direction which the research took at various points in time, as the research progressed. For instance, my initial research objective focused on international staff members/spouses within the selected UN agencies. Then, I had to change the focus of the research to include national families as I discovered that there were more cases of DV among national UN families than there were among international UN families. This approach enabled me to carry out the research with an open mind so that I could adjust and re-adjust the direction of the research when necessary taking into account how different emerging issues affected the research assumptions. The grounded approach was

propounded by Bentzon (1998). This approach entails the process of triangulation in which data, theory and women's lived realities constantly engage with each other to help in the decision of what data needs to be collected at any point in time.

At the beginning of the data collection process my thought was to use only qualitative data collection methods, especially one-on-one interviews with UN employees. Having discovered from some of them, however, that they are very busy and often do not have time to give time-consuming in-depth interviews, I had to develop a questionnaire which I could distribute to a sufficient number of them in order to obtain enough data for the research.

The radical theory approach was invoked to enable me to understand the reluctance of women in UN families to engage in an open discussion of their personal experiences of DV. In carrying out the study, the major challenge that I was confronted with was getting women to discuss their personal experiences with regard to domestic violence. Most women still regard marital issues, even where abuses are present, as issues that should be kept secret and silently endured. Here, they attribute culture as having a key role to play in how women cope with some domestic violence abuses.

Through the sex and gender analysis approach I got more insight into why women are more likely to be victims of domestic violence than men. Many of the respondents agreed that women were mostly victims of domestic violence due to culture. The cultural gender roles in the family place men above the women and men abuse their position to victimize women.

As the focus of the research was the assessment of administrative measures within the UN agencies for tackling DV, I had to rely on the actors and structures approach to get the relevant data from the selected UN agencies. While individual responses were useful in providing information with respect to issues on the administrative measures for tackling DV, the officers targeted in the UN agencies to provide key informants data on the issues were the actors on administrative and policy matters within the agencies.

3.3 Data collection methods

Before the topic for my dissertation was approved, I carried out a pilot study to find out whether there were any cases of DV in families of UN staff members. This was necessary to ensure that there was indeed a basis for the approval of the research topic I had chosen. After I made enquiries from some UN staff members as to where I could find such information here in Zimbabwe, I was referred to the UN counsellor at the UN clinic. The counsellor confirmed to me that DV does indeed occur in some UN families and that he deals with the issue from time to time. Based on this information my research topic was approved.

In carrying out this research I used different data collection methods, both qualitative and quantitative. These methods included key-informant interviews, individual interviews, focus group interviews, and self-administered questionnaires.

3.3.1 Key informant interviews

In order to obtain official information on the administrative measures used for tackling DV in the selected UN agencies and other information relevant to this study, key informant interviews of some of the administrative heads of the selected UN agencies were scheduled. After several phone calls and visits to these agencies, I secured approval for interviews with key informants, one at UN Women and one at UNICEF.

My key informants at the WHO were the WHO representative, and the ombudsman. At UN Women, my key informant was the deputy country representative and at UNICEF, my key informant was the human resources manager.

Apart from these key informants at the UN agencies, I also interviewed the UN counsellor at the UN clinic. The interview with the counsellor was focused on establishing the presence of DV cases within UN families. While the information from the agencies were specific to each agency's situation, the information from the counsellor covered all UN families in Zimbabwe.

3.3.2 Individual interviews

Under the women's law approach, information on women's lived realities with regard to their experiences, which in this study is DV, is very useful. Through such information the impact

of the law on women’s lived realities can be uncovered. Unfortunately, in carrying out this research, I discovered that due to people’s sensitivity to the subject of DV, the busy schedule of staff members of the UN agencies, and the general class of women covered in this research, the one-on-one interview method could not be secured for many of the individual respondents.

However, a few respondents were able to grant me one-on-one interviews with them, but during these interviews, I did not ask direct question concerning their personal experiences of DV. This was a tactical approach which I applied to obtain other necessary information from them. In total 8 one-on-one interviews were held (Table 1).

Table 1: Showing details of respondents with whom one-on-one interviews were conducted

Agency	Number of interviewees	Nationals	Internationals	Staff members	Spouses	Female	Male
WHO	8	5	3	7	1	7	2

3.4.3 Focus group discussions

To determine the general perception of more spouses on the need for the UN agencies to have concrete administrative measures for tackling DV, I organized a focus group discussion of four women. Three of the women were international spouses and one was a national. Three of them were like me, well educated women but now full-time housewives. The discussion took place as earlier a 7.30 a.m. after their children had been dropped off at school. This was a convenient time for all the participants since we all had formal employment. The discussion shed more light on my area of study. The women were very passionate as they discussed in depth the need for UN agencies to take the issue of DV in UN families more seriously. They all spoke of the many bad experiences women are going through in these families.

3.3.4. Self-administered questionnaires

To be able to get responses from a reasonable number of UN employees, a self-administered questionnaire data collection method was used. This method was used because due to the

very busy nature of their work in UN, most staff members could not afford the time needed for me to conduct one-on-one interviews with me. Although this method provided mostly quantitative data, the questions in the questionnaires were carefully formulated to cover relevant aspects of the research (Appendix 1).

A total of 50 questionnaires were given to staff members across the selected UN agencies as well as to some spouses who were uncomfortable with a one-on-one interview. Of this number, 25 responses were returned. Some of the details of the respondents who answered the questionnaire (Appendix 1) are as shown in the table.

Table 2: Showing some details of those respondents who answered the questionnaire (Appendix 1)

Nat. staff mems.	Internat. staff mems.	Internat. Spouses	Female	Male	30-40yrs	40-50yrs	50-60yrs
15	6	4	19	6	7	13	5

3.4. Conclusion

In general, the data collection methods used provided enough information to answer the research questions. While the questionnaire method gave quantitative information, I was able to extract relevant information about the respondents' level of knowledge of DV issues and their perception of the UN's measures for tackling DV within the selected agencies.

CHAPTER 4

4.0 DOMESTIC VIOLENCE, WOMEN AND THE UN SITUATION

4.1. Introduction

Chapters four and five of this dissertation focus on the research findings. Sections 4.2 and 4.3 of this chapter are focused specifically on the findings regarding the existence or otherwise of DV in some families of staff members of UN agencies and also findings regarding women's vulnerability as victims of DV in UN families. These two aspects of the research findings are based on my research assumptions one and two, which were as follows:

Assumption 1:

There are likely to be issues of domestic violence among some UN families in Harare, Zimbabwe.

Assumption 2:

Women in UN families are more likely to be vulnerable as victims of domestic violence and some may not be aware of available remedies under the administrative measures of the UN agencies or under the Domestic Violence Act of Zimbabwe.

The findings are based on data from some key informant interviews, the responses from one-on-one interview of individual respondents and also some data from the questionnaire titled

Domestic violence questionnaire for staff members/ spouses (Appendix 1)

For clarity, the findings in respect of research assumption one are presented in paragraph 4.2, while the findings with respect to assumption two of the research are presented in paragraph 4.3.

The data in paragraph 4.2 are related to presence of domestic violence in UN families. These data are presented under the two main categories of families that staff members of the UN agencies belong and as classified under the following sub-sections of this chapter:

4.2 UN families and domestic violence

As mention in the above section of this chapter, the number one assumption of this study was

that there are likely to be issues of domestic violence among some UN families in Harare, Zimbabwe. This assumption was vital to this study because it gave a basis for the assessment of the administrative measures used by the UN agencies to tackle DV. Without this assumption there would be no need to have measures to tackle what does not exist.

To find out interviewees' understanding of the meaning and various types of DV, questions were asked that related to this during the one-on-one interview. Questions that related to personal experiences of DV of the interviewees were asked indirectly. Related questions were also formulated indirectly in the self-administered questionnaire for staff members and spouses. The questions were framed indirectly because from my earlier interaction with some female staff members of the WHO, and a few spouses, I noticed that the mere mention of DV as my area of focus for the research, made many of them uncomfortable. One WHO female staff member told me bluntly that if I wanted information on personal experiences of DV from staff members, it was going to be very hard for them to give such information. According to this staff member, many people do not like to share their family problems with other people. Also, the UN counsellor also raised this during the pilot research I carried out before the approval of my research topic. He told me that most people will not come out and speak openly about their experiences. With this information, I decided to formulate the DV experience questions indirectly.

The data from the finding revealed different responses from national and international staff members and spouses who were all female spouses of international staff members. Their responses reflect the situations in the national and international UN families. Information was also obtained from the responses of some key informants and from the focus group discussion. The findings are presented in the sub-section below.

4.2.1. DV among national UN families

From the interview with the UN counsellor, the findings revealed that there were victims of DV in some UN families who consult with the counsellor. During this interview, the counsellor said that the UN families are like other families in Zimbabwe. According to him, what was happening to families outside the UN community was also to UN families. So, victims of DV victims come to him for counselling and for other services. He said that most of these victims were women, female spouses or female staff members. Sometimes they come on their own initiative to seek solutions to the DV they suffer; at other times, he

receives referrals from the UN Clinic when victims visit the Clinic for medical consultation and then during discussions with the UN doctor, they are referred to the counsellor for psychological help. He also said that while those who come to him were members of national and international UN families, there were more DV cases among national families. In the words of the counsellor:

‘There are more cases involving national families than international families. Most female victims come with complaint of infidelity from their husbands. Others come with problem of their husbands not been financially responsible. In fact, victims come with different issues. One thing you will realize with cases of DV is that most people find it very hard to open up. They do not want to talk about their experiences.’

I requested the details of the cases of DV and the number of victims that he had counselled. He declined my request for detailed information and said that he could not give such details without official permission from the UN authority. Unfortunately, I could not penetrate the UNDP due to bureaucratic difficulties and the reluctance of the agency’s officials to share information. But without giving specific details, the UN counsellor again confirmed that DV does occur in some UN families. Laying emphasis on the issue of infidelity as a common cause of DV especially among some national families, the UN counsellor said:

‘People come with all types of DV abuse cases. Many of them involve cases of infidelity. Many men keep concubines and share their financial resources with the concubines. This creates tension in the family. You know the state of the economy now. Also, infidelity has health and emotional implications. You know that the rate of HIV in the country is high. You see, sometimes DV incidences involve a combination of many issues.’

Most of the interviewees who were national staff members of the WHO with whom I held one-on-one interviews with interviewees agreed that DV happens in UN families. One of the interviewees, a female staff member, put it like this:

‘Yes, the UN families are like any other family in Zimbabwe. So, some of the families do experience domestic violence. Although women will not come out openly to say it, but the fact is that it is happening. Especially here in Zimbabwe many women are going through a lot. Mostly on the aspect of economic abuse.’

Another respondent, also a female national staff member, made a similar response. According to her, DV is present in UN families but people do not like to talk about. She went on to state that African men do not know how to love their wives. They like to control and in the process abuse them. She said that sometimes a woman who earns more money than her husband is subjected to domestic violence to make her submit to him. The data from the staff members/spouses' questionnaire with respect to respondent's knowledge of members of UN families who have suffered DV gave a quantitative perspective to the issue of the presence of DV in UN families. The result from national respondents revealed that UN family members suffered different forms of DV. The data is shown in Table 3.

Table 3: Showing national respondents' knowledge of types of domestic violence experienced in UN families

Number of national respondents	Female	Male	Types of DV suffered by UN family members	Number of respondents that answered 'Yes' to the question (knowledge of UN family member who has suffered this type of DV)
15	12	3	Physical abuse	6
			Sexual abuse	
			Economic abuse	6
			Emotional and psychological abuse	5
			intimidation	5
			Harassment	6
			Stalking	4
			Malicious damage	1
			Forcible entry to residence	1
			Deprivation of access to the use of property	2
			Unreasonable disposal of household property	4
			Abuse derived from cultural or customary rites	2

This data shows that among national families in UN agencies, the presence of DV is real. Although victims are not open about the problem of DV, the fact is that it is happening. This finding is in line with the literature that holds that it is a fact DV is present in every country and cuts across the boundaries of culture, class, education, income, ethnicity and age (UNICEF, 2000). This also confirms other research on DV in Zimbabwe which claims that

despite the existence of Zimbabwe's Domestic Violence Act and its extensive legal protection, societal discrimination and domestic violence persist.⁷

4.2.2 DV among international UN families

According to the UN counsellor there are fewer DV cases among international than national UN families.

Also, during my interview with another key informant, the WHO representative (WR), I asked whether any DV cases had been brought to his notice. He was not very direct in his response. All he said was that on a few occasions spouses had come to him with some domestic complaints about their husbands who are staff members of the organization. Some of these cases involved international families. In his narrative of one case, the WR said:

‘One of these cases involved financial complaint by a spouse who is the wife of an international staff member. The couple had some misunderstanding at their home, and because of this misunderstanding, the staff member who was scheduled to travel on an official mission, travelled in anger without making adequate financial provision for his spouse and his family and did not contact his wife. The woman had no money to take care of the family and could not get in touch with her husband and so had to come to the office to make a complaint.’

In another individual one-on-one interview, a national female staff member of the WHO and President of the Staff Association of the organization, said, in respect of some of the DV cases that the Staff Association had dealt with, that some of the cases involved international families. According to her, sometimes spouses come to the office to complain about their husbands to the agency's administration, but some are referred to the Staff Association. In her words she said, ‘most of the cases involve economic and emotional abuse.’ During the focus group discussion, the participants who were international spouses narrated the sacrifices that women in international families make for their families. One of spouses angrily remarked that some weak husbands do not appreciate these sacrifices and instead treat their wives like beggars. Before the commencement of the focus group discussion, one of the participants, narrated to me the story of her friend who suffered DV at the hands of her husband. This friend was a Zimbabwean, whose husband, also a Zimbabwean, was an international staff member of a UN agency in another country. The participant said that her friend suffered

⁷ Freedom House, 2014.

various forms of abuse from her husband but could not do anything because they were in a foreign country. It was only after she returned to Zimbabwe that she was able to take action against her husband in court. The participant said that even in Zimbabwe, there are international male staff members who subject their wives to DV. In response to my question as to whether there was a need for DV policy in the UN agencies, the UN counsellor referred to a high profile DV case which occurred not too long ago, and which involved an international senior officer in one of the UN agencies here in Zimbabwe (although no detailed information on the case was given). He emphasized that the case raised issues of diplomatic immunity and the need to establish a policy against gender-based violence or domestic violence in the UN agencies. The findings from the staff members and spouses' questionnaire revealed that some of international staff members and spouses confirmed knowledge of UN family members that have suffered different forms of DV. The result is shown in the Table 4.

Table 4: Showing details of international respondents' knowledge of domestic violence experienced in UN families

Number of International respondents	Female staff members	Male staff members	International Spouses (all females)	Types of DV suffered by UN family members	Number of respondents that answered Yes (knew of UN family member who has suffered this type of DV)
10	2	4	4	Physical abuse	3
				Sexual abuse	1
				Economic abuse	7
				Emotional and psychological abuse	2
				Intimidation	5
				Harassment	2
				Stalking	1
				Malicious damage	
				Forcible entry to residence	
				Deprivation of access to the use of property	1
				Unreasonable disposal of household property	1
				Abuse derived from cultural or customary rites	

According to the UN counsellor, the findings confirm that DV occurs among international and national UN families and that just because more members of national as opposed to national families raise the issue of DV with him is not proof that the occurrence of DV is higher among national than international UN families. According to him, different reasons can be responsible for the apparent gap.

4.3. Women as victims of domestic violence in UN families

The number two assumption in this research is that women are more likely to be vulnerable as victims of domestic violence, and some may not be aware of available remedies under the administrative measures of the UN agencies or under the Domestic Violence Act of Zimbabwe. To find out the validity or otherwise of this assumption, questions were asked during the oral interview and in the self-administered questionnaire along the line of this assumption. One of the questions I asked the interviewees during the individual one-on-one interview and in the questionnaire was:

‘Who are more likely to be victims of domestic violence in the family, men, women or children?’

This question covered the first part of the research assumption two. Questions were also asked to find out if the respondents were aware of the administrative measures within the UN agencies for tackling DV and whether they had knowledge of the existence of the Domestic Violence Act of Zimbabwe.

Findings with respect to issue of vulnerability in both groups of families, were from individual interviewees, from some key informants, and participants of the focus group discussion.

4.3.1 DV among national UN families

As in the previous section, the access to national families that I had with regard to the research was through national staff members of the WHO with whom I conducted one-on-one interviews and through the responses of the national staff members of the agencies who responded to the questionnaire (Appendix 1). Findings relating to this assumption were from their responses and from key informants’ responses that were directed specifically at the national UN families.

During their individual one-on-one interviews, most of the female national respondents said that women were mostly the victims of DV in UN families. They attributed the reason for this to several factors. One of the interviewees said during a one-on-one interview:

‘I think women are mostly victims. This is because men claim to be the head of the family and so they try to show that they have more power than the women and in doing this they abuse women. It is them that decide what happens in the family. So sometimes they use their power to maltreat their wives. In some cases, the women may be dependent on their husbands for support and some men then take advantage of their wives. Even tradition favours men more.’

Another female interviewee said in her response:

‘Mostly the wife. This is due to the cultural belief where the woman is expected to submit to the husband and his family. So, the woman mostly becomes a victim.’

According to the results, those who mentioned men and children as victims of DV included them alongside women. Some agreed that women are likely to be victims of DV but sometimes men and children can also be victims. One female interviewee said:

‘But there are also instances of women who are stronger than their husbands and so can beat and humiliate them. In such situation the man becomes the victim of DV. But in most cases women are victims. As for children, they are also affected by whatever happens in the family. Domestic violence can disturb children. It affects their self-esteem, and performance at school.’

According to another female interviewee, while women are mostly victims of DV, it can affect anybody. One of the female interviewees said that DV can go from women to children, and that men are rarely victims of DV. The UN counsellor confirmed that according to the number of cases he has handled on DV within the UN, it is women who are mostly its victims. He linked the vulnerable state of women in national UN families to the nature of Zimbabwe’s society, its culture and general perception that society has of women.

The counsellor also noted that sometimes children are victims of DV and that he had sometimes received such complaints from them.

A participant during the focus group discussion said that she knew many Zimbabwean women who are forcibly stopped from working by their husbands and that that for her that is also a form of DV, which is a form of economic abuse.

All the national respondents of the self-administered questionnaire answered 'Yes' to the question framed in the questionnaire as follows: 'Women and children are more vulnerable to be victims of DV.'

These responses are in line with literature on the issue of women being vulnerable to DV victimization as explored in section 2.4 of chapter two. Mckie (2005) is of the view that all women are potentially subject to gender-based violence and thus potentially vulnerable. According to a UNICEF study, 20 to 50 percent of women at some stage of their lives have being victims of DV (UNICEF, 2000).

The question which is raised from the finding is why is that women are mostly victims of DV. Literature on this issue is rife. Several reasons have been attributed to this phenomenon. Some writers attribute this to the subordinate position of women in society (Kabeer, 2014). Kabeer also links the reason to the kind of cohabitation partners have and points out that men who are polygamous tend to be more abusive then those in monogamous marriages. Payment of a dowry by a man for his wife which is the case in most African societies, is also a factor increasing women's vulnerability to DV victimization (Kabeer, 2014). For national UN families in Zimbabwe, these factors can be used to explain the vulnerability of women.

As part of research assumption two, a question was asked to find out how much information members of UN families have about the Domestic Violence Act of Zimbabwe and information on administrative measures within the UN agencies for tackling DV.

All the female respondents whom I interviewed on a one-on-one basis said they were aware of the existence of the Domestic Violence Act. While some said that they do not know all that is provided in the law, they all explained that it is a law which is meant to protect women from DV. Some link the law with the ability to call the police for help in the case of DV. An interviewee said through the availability of the law, different NGOs now exist, and they provide services to poor women in the community who are victims of DV. She gave an

example of the Musasa Project. Another interviewee mentioned how DV complaints were taken by the police before the law came into effect. She remarked:

‘Before the law came, if you go to the police to report, they will tell to go home and settle. But these days if you report, it is settled in court. She gave example of one incidence that she knows. Women tend to bear the other forms of DV. Only when it comes to physical abuse that they go to the police. This may be due to lack of knowledge or to protect the marriage. Women are afraid that if the take their husbands to court, it may lead to divorce. They may not want to do that.’

On the question relating to their knowledge of administrative measures within the UN agencies for tackling DV, they responded that they were not aware of any administrative measures. One interviewee said that if the organization had administrative measures for tackling DV, then these measures were not made known to the staff members. Another interviewee said that while she does not know of any administrative measures within the organization on DV, she knows about the UN counsellor at the UN clinic who can handle DV violence cases. Also, one interviewee mentioned the Staff Association as a platform to which DV cases may be reported, and that the Staff Association used informal mediation methods to settle issues of DV. Reference was also made by some of the interviewees to the issue of work place harassment. Those who referred to this said that the organization made known to everyone the measures which victims of this abuse should take if it occurs within the organization. They mentioned that every staff member of the organization was made to take a compulsory course on the issue of workplace harassment.

With respect to this issue in the questionnaire, all of the 15 national respondents agreed with the fact that women and children are mostly vulnerable to DV.

On the question of knowledge of the Domestic Violence Act of Zimbabwe, 12 of the national respondents said that they were aware of the existence of the law, while 2 said they were not aware and one respondent left the question unanswered.

With regards to the question concerning knowledge of any administrative measures within the agencies for tackling DV, 6 of the respondents answered ‘Yes’ to the question, while 3 answered ‘No’. The remaining 6 respondents answered ‘Don’t know’ to the question.

4.3.2 DV among international UN families

As I only had access to a very limited number of members of international UN families using the method of individual one-on-one interviews, the findings in respect of questions asked under this section using that data collection method was not very robust. However, three of the interviewees were members of international families. Two of the three interviewees were male, and they gave similar answers to the question on who was likely to be a victim of DV. The only female interviewee had a different answer to the question. According to the male interviewees, the children were mostly victims of DV. One of them put it this way:

‘I think the children, I think so because everything that happens in the family affect the children. If there is any problem between a man and his wife, the children are adversely affected in one way or another. So, I think in issues of DV, children are the victim.’

According to the other male interviewee, most DV problems stem from women misunderstanding of men. He gave the example of when a male staff member has too much work in the office and as a result does not pay much attention to home issues. His wife might misunderstand the situation, and this may lead to women misbehaving which may in turn lead to some form of DV either from the man or the woman, but it is the children who eventually suffer the consequences. So, according to him, it is the children who mostly suffer DV.

The only female interviewee told me frankly that she does not know the answer to the question. According to her as an international female spouse who sits at home caring for her family, she knows a great many things about society. For most international spouses, their primary concern is always caring for the wellbeing of their husbands and children.

During the focus group discussion, the participants who were all international spouses, said that women were the victims of DV. During the discussion point on this aspect of DV, the women were very passionate in airing their views. One of the participants raised many issues relating to how and why it is women who are mostly victims of DV. She focused on the state of women in international UN families. In her explanation she said:

‘In the family, women suffer a lot both in the hands of their families and even in the hands of their in-laws.... As an international spouse you leave everything personal to yourself for the sake of your husband and children....Look at us, everyday our job is to cook, drop children at school,

make sure everything is working properly in the house. We cannot develop ourselves. With time we even forget everything we learnt at school, the men advance themselves. Some weak husbands even do not appreciate the sacrifice. They still humiliate their wives.'

Another participant added that some men treat their wives like beggars. According to her, as a dependent spouse, you must explain at every moment what you want to do with money before you are given the money. She added that dependent spouses cannot help their families without involving their husbands.

The data from the questionnaire revealed that all international respondents agreed that women and children are more likely to be victims of DV.

The questionnaire data revealed that 5 out of the 10 international respondents answered 'yes' to the question on the awareness of administrative measures for tackling DV in the UN agencies. One respondent said 'No' while the remaining 4 answered 'Don't know' to the question.

With regard to knowledge of the Domestic Violence Act of Zimbabwe, only 2 respondents said 'Yes', while 6 answered 'No' and the other 2 answered 'Don't know'.

4.4 Conclusion

From the findings on the two research assumptions in this chapter, DV is a reality for both national and international UN families. Also, the findings reveal that women are mostly victims of DV. However, while it may appear that there are more cases of DV among national families, it does mean many international male staff members do not perpetrate DV. For each group of families different underlining reasons may be used to explain why women are more vulnerable to DV victimization. These reasons shall be discussed in chapter six of this study.

CHAPTER 5

5.0 USE OF DOMESTIC VIOLENCE REMEDIES AMONG UN FAMILIES

5.1 Introduction

This chapter is focused at the findings and analysis on data collected which related to the numbers three to five of the research assumptions. The number 3 assumption is based on the premise that the selected UN agencies have administrative measures for tackling DV. The research assumptions 3 to 5 are as follows:

Assumption 3: The administrative measures for tackling issues of domestic violence may vary in the selected UN agencies and there may or may not a Domestic Violence Policy in each of the selected UN agencies from which the administrative measures are based.

Assumption 4: The status of being a staff member / spouse of a UN agency may affect the decision as to what channel of remedy to seek if a person is a victim of domestic violence and where a perpetrator is an international staff member/spouse, diplomatic immunity may be an issue in a legal action under the Domestic Violence Act of Zimbabwe.

Assumption 5: There is need for standardized policy on domestic violence in the UN agencies for addressing domestic violence in the UN families.

Section 5.2 is the follow up of research assumption 2. Questions were asked in the questionnaire to find out whether victims of DV in UN families looked for remedies and the type of remedies that were sought. The findings in this respect are as shown in the section 5.2 below.

Section 5.3 relate to finding on assumption 3, while section 5.4 covered findings related to assumptions 4 and 5.

5.2 Remedies sought by victims of DV in UN families.

In the questionnaire, respondents were asked if victims of DV in UN families looked for remedies and if so, what kinds of remedies were there. The essence of this question was to

find out if victims of DV in UN families looked for remedies under the Domestic Violence Act of Zimbabwe or under the administrative measure within the agencies. Of the 15 national respondents, only 3 said that the victims sought for remedy, 2 said the victims did not seek for remedy while 3 said they did not know if the victims sought for any remedy. The remaining 7 respondents did not respond to the question.

Among the 10 international respondents, only 2 said the victims sought for remedy, 4 said the victims did not seek for remedy while 3 said they did not know if the victims sought for remedy.

On the question of channel of remedy that victims sought, 2 of the nationals said the victims sought for remedy under the administrative channel of the UN agency, while one said the victim sought for remedy under Domestic Violence Act of Zimbabwe.

Among the international respondent, only one said the victim sought for remedy under the administrative channel of the UN agency. While another respondent said the victim sought for other forms of remedy.

These findings showed that while there are legal remedies against DV under the Domestic Violence Act of Zimbabwe, some victims of DV in the UN families, both members of national and international families do not rely on these legal remedies. As highlighted under literature review in section 2.3 of chapter 2, the Domestic Violence Act of Zimbabwe have robust remedies for victims of DV. A protection order covered wide areas of remedies. The remedies applicable in each circumstance depended on nature of DV (Zimbabwe 2006, article 11). Despite the available remedies, some victims of DV in UN families do not use this legal channel as the findings reveal. Certain factors are attributed to this situation and these factors are discussed in chapter 6 of this study.

5.3 Policy and administrative measures for tackling DV in UN agencies

As mentioned earlier, this section covered findings with respect to administrative measures for tackling DV in the selected UN agencies and whether there is Domestic Violence Policy within the agencies. Data on this assumption were collected from the key informants,

interviewees responses during the one-on-one interview and responses from the questionnaire respondents.

The findings on the administrative measures for tackling DV within the selected UN agencies are as follows:

From the interview with the WHO representative, his response was to the effect that the World Health Organization, does not have standard administrative procedure or measures for tackling DV. According to the Representative, if any complaint on DV is brought to him, he adopted informal measures to resolve the issue. The measure is based on his personal initiative and not on any official procedure. He applied informal mediation to bring settlement of the issue among the couples. He mentioned that ordinarily, the organization does not like to interfere in the private matters of its staff members. So, it had not set out any formal procedure to be followed on the issue of DV. Also, with respect to having a Domestic Violence Policy, the finding revealed that the organization does not have any policy on domestic violence. While it has a policy on workplace harassment, it does not have on DV. Also, according to the WHO representative, all staff members undertook mandatory course on work place harassment. In his words he said as follows:

‘To the best of my knowledge, the organization does not have any policy document on domestic violence, but it has a policy on work place harassment and sexual exploitation and abuse. The organization is very concerned on the issue of harassment at the work place and took any issue relating to such harassment very seriously. There is a mandatory course which every staff member must undertake. The essence of such mandatory course is to ensure that issues relating to work place harassment are well understood by all staff members.’

The WHO ombudsman during the interview with him, was more emphatic on the lack administration measure within the organization for tackling DV. He said that to the best of his knowledge, the organization does not have any laid down measure on issue of DV. According to him, the issue of DV is the private affair of the individuals, which the organization cannot concern itself with. In making his point, he referred to the UN staff Rules and Regulation and noted that DV was not covered under this document. According to him, as far as issues that related to the dependents of staff members were concerned under the UN staff Rules was in relation to their entitlements and not issues of DV. He also referred to the mandate of the

WHO which according to him, is to provide good health to the world through the support provided to governments in their struggle to provide good health to their citizens. He said that as far as he was concerned, issue of DV is not part of this mandate. He went to add that it was difficult to tell how the organization can be involved in such private issues of staff members.

The findings with respect to the WHO showed that my research assumption with respect to administrative measures with the organization for tackling DV challenged. This situation raised a wide range of issues. From the findings the WHO sees DV as a private issue. This contrary to literature available with the recognition of DV a human right violation under international human rights instruments, DV is now an issue in the public domain. Also finding revealed that as far as the organization is concerned, DV is not a workplace issue. However, literature highlighted in chapter 2 pointed contrary to this stand. For instance, many organizations in Australia are involved in issues of DV as they have realized that government alone cannot tackle the problem of domestic violence (Australia Development 2009-2016).

The findings from the interview with the Deputy Country Representative of UN Women revealed a slightly different outcome. From her response, UN Women's administrative procedure for tackling DV is imbedded in the broader frame work around the staff rules, expected behaviour of a UN staff, sex harassment and abuse of authority. According to her, there is no specific procedure on domestic violence, but it is covered under that broad policy frame work.

Also, the finding revealed that the reporting procedure on cases of DV and other related issues are open to both spouses and staff members. She gave the instance where a woman made a complaint against her husband who is a staff member of the agency. The procedure to be followed is that the staff member will be asked his side of the situation and amicable settlement is initiated between the parties. Where a staff member is a victim, the staff member is given the necessary support. Also, according to her, one thing that the agency pays special attention to, is the wellbeing of its staff. So, where a staff is implicated on any issue, the issue is treated in a holistic manner. The services of say the UN clinic, UN counsellor, UN Security, or even legal aid could be utilized.

On whether UN Women had a Policy on DV, the result of the finding revealed that, UN Women had no specific policy on DV, reference was made to policy on sexual harassment and abuse. In her response, the Deputy Representative said:

‘The UN has a policy on sexual exploitation and abuse. That policy included domestic violence. Exploitation and abuse may happen within the workplace but may also happen outside the workplace.’

Also, she mentioned that there is a policy from the office of the Secretary General of the UN which is the code of conduct for humanitarian workers which explicitly provided for expected conduct of UN staff members about interaction with people outside the work environment. According to her, such external members may be people of intimate relationship.

With regards to UNICEF, the key informant interview with the agency’s human resource manager (HR) revealed that presently, the agency does not have any specific administrative measures or procedure for tackling DV or GBV generally. According to him, the agency does not get too involved in the minor private businesses of its staff members. But that the agency paid close attention to things that have to do with the mandate of the agency. He explained that UNICEF’s mandate was the promotion and protection of children’s rights and their welfare which is also linked with the welfare of mothers. So, in that regards, if any action by a staff member is a violation of the mandate of the agency, disciplinary action is taken against that person, in line with its mandate and the Convention on the Rights of the Child (CRC). He also explained that with reference to UNICEF Zimbabwe, a draft guideline on gender-based violence (GBV) issues was recently drawn up before he came to Zimbabwe. He did not give the detail of the guideline but mentioned that what the guideline lacked was a report mechanism on GBV matters.

On the question of whether the agency has specific policy on DV. The finding showed that in UNICEF there is no policy on DV in or in GBV in general. But he added that if there was a serious issue involving a staff member in the home, the agency is guided by the UN code of conduct for international civil servants. In his word, he said:

‘On issue of things that happen at home, there is a code of conduct for international civil servant, this can be invoke for actions done at home. This is

for serious issues. You know there can be trivial family and private issues which the agency cannot get involved. But for an action which is a violation of UNICEF mandate, the agency will act. This is not specifically limited to GBV but to any area because, the code of conduct specifies the obligation of staff. So, if there is an issue which goes against the code of conduct, action will be taken.’

The UN counsellor in his response to the question on whether there is any policy on DV in the UN agencies, also said that to best of his knowledge, the UN does not have any specific policy on GBV in general and non, on DV. He went on further to explain that the lack of policy on DV is a big gap in tackling domestic violence in the UN. He went on to add that without a policy there is no clear directive on how such issues are handled. According to him, the lack of policy becomes very channelling on how to handle complicated cases if they occur. In such situation, there will be no specific procedure to follow. He gave the example of a high-profile case which happened not too long ago, that involved a senior international staff member. It was a case of DV and there was confusion about how to handle the case. According to him, if there was a policy on DV, then in such circumstance, it would have been clear how such matter would be handled.

During the individual one-on-one interview, most of the interviewees said they were not aware of administrative measures within the WHO for tackling DV specifically. Most of them referred to work place harassment and sexual exploitation and abuse which they said that all staff are aware of, because it was mandatory for every staff to undertake an online course on them.

Only one interviewee said that as a new staff member of the organization, he was informed during in induction program that one of grounds for dismissal from the organization was violence and for him, DV was included under the violence mentioned.

The questionnaire result had mixed result, among the national staff members, 6 respondents said that the agencies had administrative measures, while 3 answered ‘No’ to the question, while the remaining 6 respondents said they do not know if the agencies had any measures. Among the international respondents, 5 of them answered said that the agencies had administrative measures, and one said that the agencies had no administrative measure, the remaining 5 said they do not know if the agencies had administrative measures for tackling DV.

From the findings, none of the selected UN agencies has specified administrative measures for tackling DV. While some tackle it under the general code of conduct of UN employees and the staff regulation for international civil servants, others like the WHO treat DV issues as private issues that does fall within the organization's area of focus. These findings in most cases are contrary to many literatures that relate to DV as workplace issue and even the discussion under the UN system in relation to the reconciliation between work and family lives of UN employees.

5.4 Status and use of remedies

This section is focused on the findings in connection with the numbers four and five assumptions of this study. The number 4 assumption of this research is that:

The status of being a staff member/spouse of a UN agency may affect the decision as to what channel of remedy to seek if a person is a victim of domestic violence and where a perpetrator is an international staff member/spouse, diplomatic immunity may be an issue in a legal action under the Domestic Violence Act of Zimbabwe.

Questions were formulated along the line of the two parts of this assumption. Staff members were asked both during the oral interview and in the questionnaire if as members of UN families, their 'status' is factor which can affect the decision of where to seek for remedy against DV. On the other hand, some key informants were asked questions along the line of diplomatic immunity for international staff members in relation to the applicability of the Domestic Violence Act of Zimbabwe.

The finding reveal as follows:

The interviewees gave different responses on the question of status as factor for consideration when looking for DV remedy. One of the interviewees said that if the UN has a good structure within, she will prefer to go through that channel. According to her, it is not easy to take your husband to court. For most people, the court is the last resort to their domestic problems and that it is when things have gotten out of hands that is when people go to court. She also added that for most women, taking their husbands to court is like saying good bye to the marriage. But sometimes ending the marriage might not be what the woman may want at

an early stage of a DV situation. So, if there are other channels which can help victims at an early stage it is good to go through that channel.

Some of the interviewees said the choice of channel will depend on whether the family is national or international families. International will prefer to use the framework within the UN. One of the interviewees put it this way:

‘For international staff especially, status may be an issue with regards to going to the police. People may be ashamed to go there. Even the reputation of the organization may be at stake if you go to the police and say my husband is a UN staff and he is abusing me. Most people may feel ashamed to go there. But if there is something within the agencies, then it can go a long way to help those who are going through violence in the UN families. International families must be briefed on arrival on this channel so that they before where to go if they are faced with such issues.’

Two interviewees said that most UN families will prefer the UN channel as it may be a faster route than to the police or court which may take longer time to settle the issue.

For one respondent, if she suffered physical violence, she will prefer to go to the police, this was because, according to her, it was going to be difficult to bring her husband to the office and because the office will not have any power over her husband. But she emphasized that the UN must raise more awareness on issue of DV.

The responses from the questionnaire revealed the following result with respect to the question on choice of channel of remedy to prefer in case of DV:

7 of the national respondents said they will seek for remedy using the UN administrative channel while 6 national respondents said they will prefer to seek for remedy through the legal channel available in the country. Among the international respondents, 7 of the respondents said that they will go through the UN administrative channel to seek for remedy, 3 said they will go through the legal channel. On the question of whether Status will be a factor to consider with regards to the choice of channel to use, 7 respondents among the national ticked ‘Yes’ to the question, the response from 5 was ‘No’ while 3 respondents ticked ‘Don’t know’ to the question. Among the international respondents 7 of the

respondents ticked 'Yes' to the question, 2 ticked 'No', while one respondent ticked 'Don't know' to the question.

On the issue of diplomatic immunity with respect to international staff members on DV matters, the key informants in the agencies gave their perspective on the issue. According to the WHO representative, diplomatic immunity is always an issue where an international staff member commits an offence. Although he emphasized that having a diplomatic immunity status is not a ground for any staff member to go against the law of the host country. The only difference is that if an international staff member committed a serious crime and he has to be prosecuted by the police, certain procedures are followed.

He also said that there are two classes of diplomatic card holders, those with the red card and those with the blue card. He explained that in the WHO, only him, the WR, is a red card holder, the others are blue card holders. He also said if he, as a red card holder, is to be prosecuted, approval or clearance must come from the WHO Head Office in Geneva. For a blue card holder, the approval comes from the regional office, in Brazzaville, Republic of Congo. He however emphasized that this was for serious offences. In addition, he said that the person could be sent back to his home country. But if it is not a very serious offence the police need to inform the office here in Harare and if the offender needs to pay a fine, then he pays.

The Deputy country representative of UN Women in her response confirmed that she is not confident of the answer to the question but that she will answer based on what she had read on the issue. According to her understanding, all international staff members of the UN have the same type of immunity. She went on to explain that if a person comes into the country as an international staff member, the UN has a responsibility to protect that staff member. The host country, Zimbabwe, puts in place mechanisms to ensure the safety of the staff and protect the integrity of the institution that the staff member represents regardless of the level of the staff member. The difference comes in only with respect to certain privileges.

She further said that the immunity that the UN staff has is closely linked to their functions within the country. This does not immunize them from obeying the law of the country. She gave the example of driving. According to her, an international staff member cannot drive a car within town at a high speed of say 200km/h on the ground of immunity. The immunity extended to

international staff members are in relation to their work. If for instance, according to her, a staff member is to do a project and needs a partner, and that partner is implicated on an issue then the staff member is immune from the issue.

She went on to add that in case of DV, a staff member in her view, would not be immune to the provisions of the Domestic Violence Act. She emphasized that a staff member may not receive a custodial sentence, but what this might imply is that if a staff member of the UN is summoned to court and the judgement is that he has to have a custodial sentence, the UN may have to kick in its procedure and remove that staff member from the country. But she said that she does not think that the UN can stop the police from carrying out arrest of a staff who is alleged to have committed an offence. The UN cannot partake to protect a person who has violated the human right of another person in the name of immunity.

The response from the UNICEF human resource manager, was that although international staff members have immunity and privileges, but this does mean that one can blatantly violate the law of the country he is working in on this basis. While the UN will protect its staff from being prosecuted, but if something comes to the notice of the agency concerned for example UNICEF, that a staff member is doing nothing not in line with the Law of the country, while protecting the staff member outside, it will take its own disciplinary action against that person. Staff members are not allowed to violate the law of the country.

There number five assumption of the research is that there is need for a DV policy in the UN agencies.

During the interview of all the respondents question was respect to whether there was need for a DV in the Un agencies, from the finding most of the respondents agree that the UN agencies need a policy on DV as it give direction on how the issue of DV is to address in the UN agencies.

5.5 Conclusion

The data collected in respect of the research assumptions 3 to 5 revealed that in the selected UN agencies, the issue of DV has not been given serious focus. DV cases are not tackled, through specified and formal administrative measures. Non-existence of Domestic Violence

Policy in the selected agencies was also revealed. This finding challenged my research assumptions in these areas. The implications of these shall be discussed in the next chapter.

For international staff members, the finding showed that issue of immunity is not guarantee for violation of the Domestic Violence Act, of Zimbabwe. But, the process of waiving the immunity when there is breach of law, is where the big challenge lies.

The issues raised here and in the earlier chapters are discussed in the next chapter.

CHAPTER 6

6.0 PUTTING IT ALL TOGETHER

6.1 Introduction

The findings of this research have revealed a clearer picture as to how the issue of DV is taken and handled in the selected UN agencies. This picture showed that DV is an issue that is not given adequate focus or serious attention by these agencies. This raises some issues of concern if the impacts of these findings on the situation of women in the selected UN families are considered. In this chapter, these impacts are discussed and the gaps that need to be filled are exposed. The way forward is pointed out through recommendations put forward in the latter part of this chapter.

6.2 Discussions

Based on the findings, in both national and international UN families, DV is a reality. Some women in the both groups of families suffer from DV just like other families in Zimbabwe. This shows that there is nothing special about UN families. The fact that one of the spouses in a family works for a UN agency is not a guarantee that there will be absolute respect for human rights and dignity in such families. Members of UN families form part of wider society. The danger here is that if, as seems to be the case that UN agencies fail to adequately discipline staff members who are guilty of personal misconduct, it is their spouses who end up suffering and becoming a victim of the misconduct back at home.

The findings showed that the most common form of DV for women in national UN families was economic abuse and the infidelity of their husbands. An example of economic abuse has occurred when a UN employee (who is paid a higher salary than an average Zimbabwean doing the equivalent work) fails to manage his earnings properly or provide for his family's financial needs and thus exposes his spouse to serious emotional and psychological stress. This is a violation of his wife's human right as described by the CEDAW Committee as stated under General Recommendation 19 in that his abrogation of his family responsibility puts his wife's health at risk and impairs her ability to participate in family (by fulfilling her role as manager, wife and mother of her home) and public life.

A wife and mother who should, but does not, receive sufficient money to perform her duty to maintain is not relieved of such duty and must find some way of fulfilling her role, especially for the sake of the welfare of her children. If she has no other means of obtaining an income, the situation becomes even more terrible. In some cases, the cause of her increased distress may have been caused by her own husband who has prohibited her from obtaining a job. As a result of such economic abuse, their children will suffer as a result of not being properly maintained. For example, if their school fees are not paid, their whole future development may be prejudiced. Such economic abuse may also have serious health implications. A woman who is constantly under economic and emotional stress may end up suffering from high blood pressure. These consequences of DV show how its various forms of abuse are interconnected. One abuse may lead to another. This is an example of what was raised by the UN General Assembly under Resolution 58/147 in which it was emphasised that the consequences of DV affect many areas in the life of victims.

The issue of a husband's infidelity is also linked to sexual, emotional, psychological and economic abuse. Men who keep and pay money to their concubines reduce what they give to their own families. Sometimes men will prefer to give money to their concubines rather than to their wives. The infidelity of men also exposes their wives to serious health risks, such as exposure to HIV and other sexually transmitted diseases. Also, men with concubines often find fault with their wives and this may in turn lead to physical abuse. So, infidelity as a form of abuse, also leads to other forms of abuse.

With respect to female UN staff members, the findings revealed that they sometimes earn a higher salary than their spouses and this may make them a target of domestic violence. In Zimbabwe, as in other African societies, because of gender roles, men are expected to be the bread winners of their families. Where a woman makes more money than her husband, society is inclined to think less of him and give him an inferiority complex, as a result of which he may resort to violence against his wife as a means of proving that he still has control over her and is still the head of the family. Some men may even order their wives to hand over their salary to them. The men then disburse the money according to their own wishes so that their possession and disbursement of it gives them a feeling of superiority.

Another finding from data collected was that of women being secretive about their DV experiences. Women both in national and international UN families do not find it easy to talk

about their experiences of DV. This is due to social stigmatization, shame and fear of their male spouses. Due to the belief that the family needs protection and that each family has its own secret that must be protected, women continue to endure the pain of the DV they suffer. In some cases, such endurance is to protect the abuser. During the focus group discussion, one of the spouses mentioned that some women in UN families are afraid to talk about the DV they suffer due to the fear of their husbands losing their envious UN jobs. The problem is that because the UN agencies do not ensure that spouses receive correct information about how to treat DV issues, they live in a world of uncertainty, fear, speculation and endurance. While the abuse continues, so also do the other damaging and interconnected consequences and implications associated with DV.

Sometimes silence may make the situation worse, as the saying goes, 'delay is dangerous'. The UN counsellor was of the view that most people only start looking for solutions to a DV situation once the problem is out of control. According to him looking for solutions to DV late in the day may make it more difficult for the parties to come to a reconciliation. This fact was also pointed out by one of the interviewees, who agreed that having a domestic violence policy in the UN may help to speed up amicable settlements between spouses/parties and help save marriages. According to this interviewee, most women who are domestic violence victims looking for solutions do not want their marriage to come to end; all they want is for the abuse to stop. Therefore, some women are reluctant to go to the police, because taking your husband to the police is the same as admitting that your marriage is over.

The findings also revealed that DV is also present in some international UN families, although the number is not as high as among national UN families. From this finding certain implications can be deduced. Firstly, the fact that a fewer number of victims of DV from international families visit the UN counsellor does not mean that the issue of DV is lower in international families. For one thing all international families are foreigners and as far as their spouses are concerned, most of them may not be sufficiently familiar with the UN system in Zimbabwe. I will use myself as an example. As a spouse of an international UN family, I never knew about the UN counsellor until I conducted this research assignment. Assuming I had needed his services before now, without knowing about him, I would not have been able to consult him.

Most international UN spouses rely on information about the UN from their husbands. This is expected, as the spouses are not employees of the UN agencies. But an abusive husband will do everything possible to withhold any useful information from his wife in order to prevent her escaping from his abusive control. How can any rational person expect an abusive husband, who is aware that there is a counsellor at the UN clinic, to tell his wife after abusing her to go to the counsellor for help? The point I am making here is that such lack of information may be one of the reasons why fewer spouses of international UN employees seek help from the UN counsellor. Also, it must be remembered that there are more national staff members in the UN agencies than international staff members and this might also explain this difference.

For an international spouse who is victim of DV the implications of DV can be multiple and complex. As a foreigner in Zimbabwe the female spouse has no other relation to whom she can turn if her husband, her one and only relative, is abusing her. So, she is left without any support. Even if she has a few friends, they usually are unable to do much to help her. She might not even have friends with whom she can share her problems. As a dependent of her husband, any attempt by her to resist his DV may serve only to provoke its increase. With nowhere to go for help, she feels forced to keep quiet enduring and covering up the escalating abuse using excuses such as minor accidents to explain away its physical evidence (e.g., beatings) which will most likely eventuate. If the abuse is economic (which the findings revealed is the most common form of abuse that women suffer) the implications are the same for international as they are for national spouses, except they are often worse.

Most international spouses do not have the opportunity for self-development especially professional development, a point mentioned by the only spouse interviewee during the one-on-one interviews. She told me quite frankly that as an international spouse she does not know many things about life like most other international spouses since all her attention and energy is focused on caring for her family. This fact alone has serious implications for her situation. Already suffering from a deep sense of loss of dignity, self-worth and self-esteem worsens she becomes even more vulnerable to the DV she is forced to endure. For example, the emotional and psychological effects of DV become even greater and more serious. A woman who has dedicated herself to her family will feel betrayed and cheated if that situation is used as basis for her victimization. This also has serious health implications.

One salient point about the economic abuse of an international spouse is that those who look up to you for financial support back in your home country will start to disrespect you. They will regard you as been uncaring and insensitive to their plight. There is the general assumption that because you have a husband who works for the UN while you are a full-time housewife, you have everything at your disposal and with that belief, expectations about how you can help your dependents back home increase.

With respect to the vulnerability of women to DV victimization the findings from the questionnaire responses revealed that women and children were most vulnerable to DV. Also, in the one-on-one interviews, all the female staff members said women were mostly victims of DV. Only the two-male interviewees said that children were mostly victims of DV. The implication of this finding is that in the UN families, as in other families, while anybody can be a victim of DV in a family, in most cases it is women who are victims of DV. While male and female employees of the UN agencies carry out similar work, the man goes home to relax and be welcomed by a loving wife, whereas the female staff member goes back to be confronted with the same marital challenges that confront other women. She is expected to perform her duties as a wife. Where expectations of her are not fulfilled, she can be abused. In other words, the common DV scenario is that abusive UN employee husbands victimise the very people, i.e., their wives, who make it possible for them to lead the kind of home life they need to continue pursuing their ambitions and careers within the UN. The bottom line is that in most cases no matter what women do, they remain victims of DV.

With respect to the issue of administrative measures for tackling DV within the UN agencies, the findings from the research showed that in the three UN agencies that were researched, there are no standardized administrative measures for tackling DV and there is no DV policy in place. While all three agencies show total commitment towards ensuring a violence free work place, no much commitment is shown towards DV. It is good to know that an agency like UNICEF is trying to put in place guidelines on gender-based violence. Agencies like UN Women rely on UN Staff Regulations and the UN Code of Conduct in addressing DV issues. This is not good enough. This finding is surprising.

In view of the fact that the UN professes to be the world's biggest international human rights organisation which has itself recognised DV as one of the most serious forms of violence against women, one would have reasonably expected all its UN agencies to set an example

for all the world's citizens, governments and organisations to follow through their enforcement of its own laws and guidelines.

While the elimination of DV may not directly form part of the mandate of these agencies, it must be indirectly implied since the very ethos of the global UN family which unites these agencies is based on equality between women and men which must necessarily exclude every trace of DV. For example, it goes without saying that the WHO's mandate which seeks to safeguard the health of all the world's citizens must implicitly oppose all forms of DV against women because its own literature confirms that it is injurious to their health.

It is accepted that spouses are not the staff of the UN agencies and have no contractual relationship with the UN. It is fortunate that the UN has shown enough concern about DV to put some measures in place to discourage its practice and defend its victims within the families of its staff since such measures are likely to have both direct and indirect positive effects on them. Although the UN Staff Regulations do not specifically mention DV, they do require UN staff members to uphold and respect the principles set out in the UN Charter, including the fundamental human rights, dignity and worth of every human including the equal rights of men and women. A man who works for the UN and is also abusing his wife cannot be said to be complying with this regulation.

The UN should take a cue from organisations in countries such as Australia which have incorporated DV policies in their employees' contracts of service. The relevant literature reviewed shows that such organizational involvement has a positive effect on not just the organizations but also their employees and society at large. As the result of such support, employees feel confident in approaching their employers when seeking a remedy to the DV abuse they suffer. The UN's lack of a DV Policy within its agencies, as the UN counsellor remarked, makes it difficult to treat DV issues which are often complex and sensitive.

With respect to issue of diplomatic immunity, while such a status does not give a UN employee a free pass to break the DV laws of a host country like Zimbabwe, both spouses and the police will nevertheless be reluctant to pursue a DV offence to its logical conclusion. Therefore, if the UN agencies establish standard measures for handling DV matters that are quick, effective and confidential, both spouses and staff members will find it easier to use this internal channel.

The advantage of the UN's establishing administrative measures to tackle DV is that they are not meant to replace the country's court process. They should offer a quick alternative effective form of support to help victims who do not want to go through the legal route. At the same time, the use of the UN's administrative channel should not prevent a victim from pursuing a complaint through the police or courts. The essence of an administrative measure is to ensure that no person is left without the necessary support they need to fight DV.

6.3 Recommendations

In view of some of the implications of DV on women in the UN families and the difficulty of some of the victims encounter in pursuing the legal process through the police and courts, the UN agencies should take more concrete steps to ensure that victims of DV (whether staff employees or their spouses) are given the necessary support they require. It will be as a result of successfully putting such measures into practice that UN agencies will prove their desire to create and maintain a violent-free workplace for its staff as well as violent-free homes for its staff members and consequently this will make it possible for their spouses to live violent-free lives in their families.

Based on the above premise my recommendations are as follows:

- The UN agencies should come up with a well-defined Domestic Violence Policy. The policy should be uniform with only minor variations to take care of specific needs of each agency. The policy should have a clear definition of DV, taking a cue from the definition under the Domestic Violence Act of Zimbabwe (DVA). It must be said that the Policy should not replace the provisions of the DVA. Specific measures to be followed should be clearly stated.
- Issues around DV should be addressed during the security briefing the UN gives to new international families in the country. All necessary information should be given to both staff members and their families during the security briefing. Information packages on DV should be included as part of the security package given by the UN security to new staff members and to their spouses.

- In fulfilment of the UN's Code of Conduct, UN agencies must take every effort in all their work, projects and activities within Zimbabwe to prove that they have zero tolerance to workplace harassment.
- As part of its commitment towards having DV-free families in the UN community, UN staff members should sign an undertaking against DV as part of their employment contract. This recommendation was specifically recommended by UNICEF's Human Resource Manager during my interview with him. He said a similar undertaking was made by UNICEF employees working in one of the agency's projects in Sudan.
- The UN agencies should have a clear reporting mechanism which is confidential and staff member should be given adequate information about this.
- Staff members should be made to undergo a DV course which can be conducted through an online program or conducted by DV experts.
- Once in at least every 6 months or as may be convenient to the agencies, spouses should be invited to the UN security's office (UNDSS) where experts on DV including the UN counsellor should provide relevant information on DV to the spouses and children.

6.4 Conclusion

From the issues raised in this study, with the recognition of DV as human right violation, the international community has made significant efforts to ensure that its states take effective steps towards the fight against DV. Zimbabwe is one of the countries that has passed a law against DV. However, despite all these efforts, DV still persists in Zimbabwe. Members of both national and international UN families in Zimbabwe are no exception to the persistence of the menace of DV and, as is the case of DV in other families, women are mostly the victims of DV.

Some men in UN families use DV as a tactic to maintain their male dominance over women. Unfortunately, for some women in UN families, certain factors make it difficult for them to look for a remedy through the legal channel under the DVA. If there is nothing to help them with any form of remedy, they are forced to live with the violence.

It was on the above premise that this study to assess the administrative measures for tackling DV in the UN agencies was conducted. Based on the research findings and in realization that the selected UN agencies have no current specific administrative measures for tackling DV and no Domestic Violence Policy in place, I have put forward certain recommendations that I think may go a long way to ensure that DV is reduced to a very large extent, if not eliminated altogether. Also, through following such recommendations, other organizations might also be encouraged to take similar and more progressive steps to stamp out DV. The fight against DV is a battle which must be fought by all stakeholders and not left entirely to the government.

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Appendix

Appendix 1: DOMESTIC VIOLENCE QUESTIONNAIRE FOR STAFF MEMBERS / SPOUSE

ABOUT THE STUDY

This research is purely for academic purpose towards the Masters in Women's Law degree at the Women's Law Centre, University of Zimbabwe. With a focus on the legal and policy perspectives, the main objective of the study is to assess the administrative measures in the UN agencies for tackling issues of domestic violence amongst UN agency's staff members / families in Zimbabwe.

CONFIDENTIALITY STATEMENT

No personally identifiable data or information will be collected during this study. All responses will be treated as anonymous. All data and information obtained during the study will be treated as highly confidential. I thank you in advance for your participation in this survey.

A GENERAL INFORMATION

- A1. Status: International Staff _____ National staff _____ Spouse _____
- A2. Sex: M _____ F _____
- A3. Age Group: <30 yrs. _____ 30-40 yrs. _____ 40-50yrs. _____ 50-60yrs. _____ 60+yrs _____
- A4. Religious affiliation: Christianity _____ Islam _____ None _____ Others _____
- A5. Duration of stay in Harare (No of Years / Months): _____ (For international staff members/families)

B ABOUT DOMESTIC VIOLENCE

- B1 Domestic violence covers a wide variety of abuses which include the following:
(please tick those that apply)

- i. Physical abuse: _____
- ii. Sexual abuse: _____
- iii. Economic abuse: _____
- iv. Emotional and psychological abuse: _____
- v. Intimidation: _____
- vi. Harassment: _____

- vii. Stalking: _____
- viii. Malicious damage: _____
- ix. Forcible entry into your residence: _____
- x. Deprivation of access to the use facilities in place of residence: _____
- xi. Unreasonable disposal of household property: _____
- xii. Abuse derived from cultural or customary rites or practices that discriminate against or degrade women: _____

B2 Domestic violence is a human right abuse: Yes ___ No___ Don't know_____

B3 Domestic violence impacts not only the victim but also the children who witness it:
Yes ___ No___ Don't know_____

B4 Women and children are more vulnerable to be victims of domestic violence
Yes ___ No___ Don't know_____

C CHANNELS / MEASURES FOR TACKLING DOMESTIC VIOLENCE

C1 Does your (spouse's) UN agency have administrative measures for tackling cases of domestic violence? Yes ___ No___ Don't know_____

C2 If yes, does your (spouse's) organization have a standardized policy document on domestic violence? Yes ___ No___ Don't know_____

C3 What scope of domestic violence are covered under the administrative measures of your (spouse's) agency? (tick all that apply)

- i. Physical abuse: _____
- ii. Sexual abuse: _____
- iii. Economic abuse: _____
- iv. Emotional and psychological abuse: _____
- v. Intimidation: _____
- vi. Harassment: _____
- vii. Stalking: _____
- viii. Malicious damage: _____
- ix. Forcible entry into your residence: _____
- x. Deprivation of access to the use facilities in place of residence: _____
- xi. Unreasonable disposal of household property: _____
- xii. Abuse derived from cultural or customary rites or practices that discriminate against or degrade women: _____

xiii. Not sure: _____

C4 What informal administrative measures / procedures are used by your (spouse's) agency for tackling domestic violence? (please tick all that apply)

i. Encouraging staff and spouse to always act in a dignified manner, and not to act in ways that will affect the reputation of the UN: _____

ii. Involving a 3rd party, such as the UN Counsellor, to individually advise the parties: _____

iii. Involve a mediator to bring both parties together to find solutions to the issues of domestic violence: _____

iv. Don't know of any measure: _____

C5 The formal administrative measures used by your (spouse's) agency for tackling domestic violence include: (please tick all that apply)

i. Receiving letter of complaint from spouse or victim: ____

ii. Carry out necessary investigation: ____

iii. Give formal warning to staff/abuser: ____

iv. Carry out other disciplinary measure on staff/abuser: ____

v. I don't know of any formal measures: ____

C6 Does your (spouse's) UN agency have policy measures on work place harassment?

Yes ____ No ____ Don't know ____

C7 What measures have been put in place by your (spouse's) UN agency to raise awareness on domestic violence?

C8 Are you aware of the law on domestic violence in Zimbabwe?

Yes ____ No ____ Don't know ____

C9 If your answer to question C8 is No, then skip to Question D1.

If your answer to question C8 is Yes, which of the following are covered by the Domestic Violence Act of Zimbabwe (please tick all that apply)?

i. Physical abuse: ____

ii. Sexual abuse: ____

- iii. Economic abuse: ____
- iv. Emotional and psychological abuse: ____
- v. Intimidation: ____
- vi. Harassment: ____
- vii. Stalking: ____
- viii. Malicious damage: ____
- ix. Forcible entry into your residence: ____
- x. Deprivation of access to the use facilities in place of residence: ____
- xi. Unreasonable disposal of household property: ____
- xii. Abuse derived from cultural or customary rites or practices that discriminate against or degrade women: ____

C10 Victims of domestic violence have the following remedies under the Domestic Violence Act:

- i. Report to the police: Yes ____ No ____ Don't know ____
- ii. Seek for Protection Order in a law court: Yes ____ No ____ Don't know ____
- iii. Seek for the help of a counsellor: Yes ____ No ____ Don't know ____

D USE OF AVAILABLE CHANNELS / MEASURES FOR TACKLING DOMESTIC VIOLENCE

D1 Are you aware of any UN staff member/ spouse who has experienced the following forms of domestic violence (please tick all that apply).

- i. Physical abuse: Yes ____ No ____
- ii. Sexual abuse: Yes ____ No ____
- iii. Economic abuse: Yes ____ No ____
- Emotional and psychological abuse: Yes ____ No ____
- iv. Intimidation: ____ Yes ____ No ____
- v. Harassment: Yes ____ No ____
- vi. Stalking: Yes ____ No ____
- vii. Malicious damage: Yes ____ No ____
- viii. Forcible entry into your residence: Yes ____ No ____
- ix. Deprivation of access to the use facilities in place of residence: Yes ____ No ____
- x. Unreasonable disposal of household property: Yes ____ No ____

xi. Abuse derived from cultural or customary rites or practices that discriminate against or degrade women: Yes ___ No___

D2 If you answered No to all in Question D1, then skip to Question D4.

If you answered Yes to any of the forms of domestic violence under question D1, did the victim of domestic violence seek for any remedy?

Yes ___ No___ Don't know _____

D3 If the victim sought for remedy, which of the following remedies did he/she seek? (tick all that apply)

i. sought for remedy using the Agency's administrative channel:

Yes ___ No___

ii. sought for remedy under the Domestic Violence Act of Zimbabwe (e.g., by going to the police or law court): Yes ___ No___

iii. sought for other remedy (please specify):

D4 Do you think the status of being a UN staff (spouse to staff) will affect a victim's decision on where to seek for remedy?

Yes ___ No___ Don't know ___

D5 Will the experience of domestic violence in Zimbabwe have more impact on a victim who is an international staff / spouse of a UN agency, than a victim who is a national staff / spouse of the agency?

Yes ___ No___ Don't Know _____

D6 In a situation that you become a victim of domestic violence, which of the channels of remedy will you prefer to use?

i. I will seek for remedy using my (spouse) Agency's administrative channel:

Yes ___ No___

ii. I will seek for remedy under the Domestic Violence Act of Zimbabwe (e.g., by going to the police or law court): Yes ___ No___

iii. I will seek for remedy through any other means (please specify): _____

iv. I will do nothing: ____

D7 Will your status as a UN staff (spouse to staff) affect your decision regarding where to seek for remedy? Yes ____ No ____ Don't Know ____

D8 In your opinion, do you think your (spouse's) agency has an effective mechanism for tackling cases of domestic violence? Yes ____ No ____ Don't Know ____

D9 If there is presently no standardized policy on domestic violence in your (spouse's) agency, do you think there is the need for a standardized policy on domestic violence as an intervention mechanism against domestic violence?
Yes ____ No ____ Don't Know ____

D10 Any other comment:

Thanks very much for your participation!