

Preventing Sexual and Gender-Based Violence against Refugee women in the workplace: Perspectives of African Refugee women Living in Durban, South Africa

by

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DECLARATION

I declare that the dissertation entitled “Preventing Sexual and Gender-Based Violence against refugee women in the workplace: Perspectives of African refugee women Living in Durban, South Africa” is a true version of my original work and this study has never been submitted for fulfilment of any degree. All information and ideas taken from other authors have been acknowledged through referencing.

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DEDICATION AND ACKNOWLEDGMENTS

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ABSTRACT

To achieve its objectives, the study begins by exploring and examining the extent of sexual and gender-based violence against female refugees in working place. It analyzes various effects of violence on refugee, examine the coping mechanisms as well as interventions by different stakeholders. It examines the existing policy that protect women at workplace and how such policy includes refugee women in South Africa; while identifying government and non-governmental organizations' programs and methods to prevent violence abuses facing by refugee in the professional environment; and where applicable their functioning, effectiveness, and applicability.

In nature, this is a qualitative study. Snowball sampling methods were useful in the selection of participants. 15 refugee women from the Democratic Republic of Congo, Zimbabwe, as well as Burundi took part in the study. Private face- to face interviews were concluded with 15 women volunteers among the study participants and 3, leaders of humanitarian organizations from which the refugees were selected and which help women refugees, to cope with this scourge

The findings showed that gender-work violence suffered by African's refugee women is dominant in the workplace inside Durban. The results also revealed that gender-based violence facing by female refugees in workplace possesses negative impacts. Examining coping mechanisms adopted by refugee women, the findings have shown a range of strategies adopted by refugee women. They all however seemed less effective in dealing with the growing level of gender-based violence at workplace.

Exploring an existing policy that protects women in the workplace and how this policy includes women refugees in South Africa, the results showed that the South African policy regarding the protection of women refugee in the workplace is not effective. It does not protect the refugee woman in her workplace. This is why refugee women turn to humanitarian organizations. These organizations have already put in place certain methods and programs to assist refugee women to prevent them from being exposed to violence in the workplace.

LIST OF ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
CCR	Center for Constitutional Rights
CDC	Centre for Disease Control
CDR	Cartagena Declaration on Refugees
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CSOs	Comprehensive Self of governmental programs and dynamic civil society Organizations
CSVSR	Center for the Study of Violence and Reconciliation
DEVAW	Declaration on the Elimination of All forms of Discrimination Against Women
DHA	Department of Home Affairs
ECPAT	End Child Prostitution in Asian Tourism
EVABC	Ending Violence Association of British Columbia
GDP	Gross Domestic Product
GL	Gender Link
HIV	Human Immunodeficiency Virus
HRW	Human Rights Watch
ILO	International Labour Organization
IPV	Intimate Partner Violence
ITUC	International Trade Union Confederation
MRC	Medical Research Council
NCRA	National Consortium on Refugee Affairs

NGOs	Non-Governmental Organization
OAU	Organization of African Unity
ONDRP	Observatory Crime and Criminal Justice Responses
SAHRC	South African Human Rights Commission
SAIRR	South Africa Institute of Race Relations
SGBV	Sexual and Gender-Based Violence
UN	United Nations
UNAIDS	United Nations Program on HIV/AIDS
UNFPA	United Nations Fund for Population Activities
UNHCR	United Nations High Commissioner of Refugees
USA	United States of America
WAD	Women and Development
WID	Women in Development
WHO	World Health Organization

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CHAPTER ONE. GENERAL INTRODUCTION

1. Introduction

The study examines the gravity gender violence faced by refugee women at the workplace, in South Africa, with a particular focus in Durban. It provides an analysis of the different forms of violence. An overview of the possible impacts, and explores the coping strategies with sexual and gender-based violence in their workplaces. It will explore effectiveness of policy that protects women at workplace and how such policy includes refugee in South Africa. This chapter begins with the background of the study, which is followed by problem statement, research questions, and the aims of the research, scope and limitations of the study as well as the significance of the study. It concludes with the structure of the dissertation.

1.2. Background of the study

Violence against women and particularly refugee women, constitutes a reality that cannot be ignored. More than one in three women (35,6%) aged 15 and over have suffered physical and/or sexual partner violence, or sexual violence by a non-partner at the world level. Over a quarter of women aged 15-49 years who have been in a relationship have been subjected to physical and/or sexual violence by their intimate partner at least once in their lifetime (since age 15). The prevalence estimates of lifetime intimate partner violence range from 20% in the Western Pacific, 22% in high-income countries and Europe and 25% in the regions of the Americas to 33% in the African region, 31% in the Eastern Mediterranean region, and 33% in the South-East Asia region (UNFPA,2020).

Given the precariousness of life and vulnerability, the majority of refugee women are confronted with the difficult task of adapting and survive as refugees while retaining their dignity and fundamental human rights. As a result, this has left them vulnerable and exposed them to different forms of abuse especially in the workplace, for the maintenance of their survival and that of their families (Memela,2018). Research shows that the vulnerability of refugees has had profound impact on their professional life as well as on the development of a country.

Studies carried out in the sphere of sexual and gender-based violence indicate that women worldwide were likely to experience one or more diversities of violence. These include sexual, mental, and physical violence. In most cases, these forms of violence are perpetrated by neighbors, family members, and by men who are senior positions of power and authority, and

most of whom women depend on for economic survival. According to Cosa (2018), most women are victims of violence in the workplace, particularly refugees and black women who face macroaggression throughout, their careers. It should be noted that women and refugees, continue to be subjected to numerous types of violence and abuse. The amplitude of sexual and gender-based violence faced by women refugees in different places around the world remains largely underreported. This due to different factors, such as, racist and discriminatory stereotypes against refugees, there is lack of social and political support. Their cases and stories are largely ignored by media (HRW, 2000).

Although all women are exposed to sexual and gender-based violence, the majority of the victims are already vulnerable conditions and do not have any form of support. Compounded by their economic condition, refugee women are often compelled to work in an unsecured working environment such as the informal sectors. This is where exploitation and violence are rife (Rukema, 2010). For instance, a study conducted in Canada by Guruge et al. (2012) shows that despite progress towards the protection of women from any form of violence, refugee women still experience some form of violence at home as well as at workplace. This research revealed that women are faced with physical mental, and economic deprivation at home as well as sexual violence at the workplace (Guruge et al. 2012)

Apart from Canada which is a developed country, several studies including those done in the United States of America, France, Kenya, and Botswana have shown that there is a prevalence of sexual and gender-based violence against refugee women. In France for instance, a study guided by Pannetier et al. (2017) showed that there is overexposure of sub-Saharan women living in Paris with multiple incidents of sexual violence after settling in France. Refugee women were exposed to multiple forms of violence once they arrived in France. Subjected to sexual exploitation and were exposed to contradicting HIV (Pannetier et al.2017). Sexual and gender-based violence experienced by refugee was prevalent in agricultural services, tourism and, companies. It is also prevalent in domestic work, as reports indicate that more than 94% of workers were victims of sexual exploitation (ONDRP,2018).

In the United States of America, immigrants and refugee workers were especially exposed to exploitative and sexual violence. This was because the majority of refugee workers receive inadequate information about their rights. A study conducted in 2012 by the Centers for Disease Control and Prevention's, the National Intimate Partner and Sexual Violence Survey (NISVS) revealed that the gravity of intimate partner, sexual assault at the workplace was prevalent

among refugee women. According to this study, violence within the professional environment remains a major obstacle to the career satisfaction and advancement of a large numbers of women refugee. Most of the victims however do not report incidences at the workplaces. Nonetheless, some reports showed that nearly 33 % of refugee women were killed in the USA at their workplaces from 2003-2008. The report further states that and 44 % of refugee women had experienced the domestic violence in their workplaces (Polkey, 2018).

In Kenya, the fact that refugee women are victims does not solely constitute a women's problem declares the committee anti-violence in Dadaab Refugee Camps. Sexual and gender-based violence is ordinarily perpetrated by soldiers and border guards. (UNHCR, 2013). Generally female refugees are attacked while collecting firewood or water. Women and children living in the refugee camps are even more vulnerable, because the refugee camps are a breeding ground for violence against them (Judith and Raul,2010). Not only in the refugee camps, but refugee women experience sexual and gender-based violence in various places including the workplace. The consciousness has come the need for proactive strategies in a parallel way, in order to facilitate the safety in the workplace, and also to decrease the economic losses of employers caused by the experiences of gender-based violence experienced by the employees. (Heise et al.2002). For refugee women living in Kenya, gender-based violence at the workplace constitute an offense of moral principles or norms. These principles describe certain standards of human character and a violation of the employment conditions of women which increases their risk of being subject to sexual harassment, abuse, and violence which likewise the risk of HIV/AIDS infection (Judith and Raul,2010).

Societies without gender-based violence do not exist, and South Africa is no exception. Violence is a major and prevalent issue in South Africa. It impacts practically each facet of life, which affects women and children and is profoundly entrenched in patriarchal traditions, religion, institutions, and cultures. This violence pervades the political, social also economic framework of society and intersectional potency inequalities, incorporating those of gender, race, sexuality, and class (Cornelius et al.2014). Despite South Africa have a high level of sexual and gender-based violence. Specific statistics of gender-based violence are difficult to obtain for multiple reasons. This is because the majority of incidents are not reported; the threats of the aggressor, insufficient evidence, the length and cost of the procedures, and the fear of losing one's job (Abrahams et al.2013). Sexual violence was found to be the most prevalent form of gender-

based violence concerning sexual offenses. The South African Police Services SAPS reported 64.419 (2012), 62.226 (2013), 66.197 (2014), and 53.617 (2015) cases (Fry et al.2017). 52.420 (2018) and 53.293 (2019).

Recent research has shown that refugees have experienced multiple types of violence, including attacks, murder, injuries, and the destruction of residential property. This especially in Durban where these attacks are intense. Many non-locals including registered refugees faced different forms of violence in their lives; discriminatory attitudes, collective violence, hostility, institutional or social exclusion, harassment, and other forms of discriminating conduct (Misago et al. 2009). Their fundamental human rights are shockingly violated through killings, forced displacement, physical attacks, and deprivation of property by looting and burning. They therefore had to contend with the constant fear of discrimination and attacks. Negative perceptivity and attitudes vis a vis refugees in South Africa constitute actually a reality and these are unlikely to change shortly (Misago et al. 2016: 448-450).

It is worth mentioning that women are the most vulnerable members of society. However, the situation is far worse for refugee women who are exposed to higher violence as women and as refugees. Local legislations and international declarations show that Sexual and gender-based violence constitutes a substantial barrier to the implementation of equality, peace and development. The aptitude of women to enjoy their freedoms and fundamental human rights is enshrined in diverse policies and conventions, such as the declaration on the elimination of violence against women adopted via the United Nations General Assembly in 1993. According to this, sexual and gender-based violence faced by women is one of the human rights violations most widespread, devastating and persistent across the world. Sexual and gender-based violence the most unreported due to silence, impunity, stigma, and the sense of shame that surrounds it, has negative consequences on women. It continues a barrier for the realization of equality, development, and the realization of sustainable development goals. Hence why the United Nations (UN) provides regular updates and supports programs to fight against the phantom pandemic of violence against women (UNHCR,2003).

African Union (AU), convention states classify and opposes all forms of sexual and gender-based violence against women. It classifies it as serious crime that threatens peace, security, and development. Therefore, every member state must take preventive and repressive rules

through the political will to transform cultures of silence and impunity to address the underlying root causes of violence sexual including structural inequalities based on gender.

The principles of South African Development Community of the (SADC), protocols are clear on their positionality towards the fight against gender-based violence and peace. There are instructive and advocate for sustainability so as strengthen the autonomy of women and girls and to protect them against sexual and gender-based violence. Sexual and gender-based violence should not be overlooked, but governments and member countries must focus on measures to curb such violence and on compliance with its adopted measures. In addition, South Africa as being a signatory country as to the conventions on the elimination of violence in opposition to women, must put into practice and ensure respect for the measures adopted (SADC,2008). Finally, there is the 1995 Beijing declaration (Csvr,2016).

Apart from international interventions and local legislations, numerous studies conducted among refugees in both developed and developing countries have shown that violence against women in the workplace is prevalent (Guruge et al.2012, Cosa 2018, McKinney, 2003). While there are measures in addressing and preventing gender-based violence in South Africa such targeted messages, tough laws (training for the personnel), increased media coverage by more sensitive coverage, and increase security in schools by challenging gender stereotypes Abraham et al. (2013), but there appear to be no preventing measures directed at refugee women. There are many reasons to believe that refugee women face double violence, first because of being women and being in a position of vulnerability as refugees.

1.3. Problem Statement

One of the many developmental challenges South Africa and Durban in particular face is that of sexual and gender-based violence against refugee women in the workplace. Refugee living in Durban are more at risk, because KwaZulu Natal is often the most shaken by xenophobic incidents. Many difficulties prevent women by controlling their movements, which in turn increases their vulnerability, diminishes their capacity to fight poverty, and maintain stability within their families and also society. As long as the status of women does not change, it is difficult to expect real progress within the community. But there is still a category of women who is more vulnerable, refugee women. Refugee women are exposed to uninsured risks that lead to undesirable effects on their well-being such as poverty, malnutrition, discrimination, a low life expectancy, and limited employment opportunities. All these factors put the refugee woman in a

position of weakness in front of her employer by exposing her to different forms of violence to maintain her work to ensure the survival of her family (UNHCR,2013).

Researches in the areas of sexual and gender-based violence show that vulnerability increases the extent of gender-work violence. Vulnerability creates a situation of dependence and weakness. Vulnerable women are weak and dependent on those who support them. Economic circumstances destabilize family life and if the refugee woman has no other resources, this will expose her to exploitation in the workplace. If there is resistance on the part of the woman, this often leads to dismissal without notice. The state's vulnerability leads to violence.

In the host country, the government is a source of support in times of crisis and instability for refugees. In cases of gender-based violence, the involvement and role of government are effective. With the recurrence of xenophobia, the role of the South African government diminishes and this makes female refugees more vulnerable to acts of abuse in the workplace due the fact that they lack adequate support.

In the face of violence, refugee women do not know how to give the best of themselves professionally. This leads to the reduction of intellectual capacities and the reduction of productivity which affects the economy of an entire nation. Preventing gender-based violence against female refugees at workplace is essential and deserves close attention. This study analyzes the following questions.

1.4. Research questions

1. What is the prevalence of domestic violence facing by refugee women in South Africa?
2. What are different forms of violence experienced by female refugees in south African workplaces as well as their impacts?
3. What coping mechanisms do refugee women use to deal with violence at their workplace?
4. To what extent has the South Africa government policies responded to refugees 'challenges
5. Has the humanitarian organizations addressed the violence against refugee women in workplace with particular reference to South Africa?

1.5 Research Objectives

- To examine the extent to which is gender violence faced by women refugees at the workplace, in South Africa
- To explore the different forms of violence experienced by refugee women in South African workplaces and their impacts
- To evaluate the coping strategies by refugee women towards sexual and gender-based violence at workplace
- To discuss the existing policy that protects women at workplace and how such policy includes refugee in South Africa
- Identify government and non-governmental organizations' programs and methods to prevent violence against refugee women in the professional environment

1.6 Scope and limitation of the Study

The scope of the study is to provide an assessment on the gravity of sexual and gender-based violence in the South African workplace. This was done through a case study analysis of female refugee workers. It also provided insights on the situation of work-related violence globally. It is clear that sexual and gender-based violence has worsened the economic and social insecurity of women due to factors such as unemployment, involvement of women refugees in the informal sector where they are least protected, the vulnerable conditions in which refugees find themselves, and the precariousness of their lives. These factors are relevant and linked to the sexual and gender-based violence suffered by female refugees at workplace. This study will not explore each of the above-mentioned problems in details, but will seek to show the interdependence of gender-work violence with development also the economy.

The limitations of the study used the sampling technique. The target group for this research included 15 refugee women from the, Burundi, Democratic Republic of Congo (DRC), and

Zimbabwe who reside in Durban. These African countries were chosen freely, because of the high number of refugees living in Durban and particularly because of their occupation which play an essential role. The group comprised of single, married, divorced, and those separated women. There were face-to-face interviews undertaken with 15 women volunteers based on their experiences in the workplace. This study does not incline to be complete and therefore cannot be universalized. The selected participants were not representative of all the women refugees in the professional environment in Durban. On the other hand, the participants constitute a sample capable of proving the scope of violence versus women refugee at workplace in Durban. More interesting still, the study aims to demonstrate the complexity of solving the sexual and gender-based violence opposed to female refugee at the workplace which constitutes a real obstacle for the development of our societies. The research was guided in their local and official languages which are Kiswahili, French, as well as English.

1.7 Importance of the Study.

The prevention against sexual and gender-based violence constitutes a prerequisite for durable development. For instance, the pandemic of violence represents a permanent brake on development, with its physical effects, psychological, economic, and professional on the victims, their family life, and the entire society. To talk about the development of society, there are efforts to be made, among other things, the importance to find means to eradicate gender-based violence and to provide the sane environment for women to enjoy their lives, their fundamental human rights, especially gender issues affecting women and particularly female refugees. That why the politician Kofi Annan declared: "Violence against women knows no geographical, cultural or wealth limits. And as long as this continues, we will not progress towards gender equality, development, and peace.

This study is fundamental as it first provides the magnitude of work-related violence to female refugees, secondly, it shows the impacts of this violence on the economy of the nation, and thirdly it suggests ways and means to prevent sexual and gender-based violence experienced by refugee women in the professional environment in the multinational framework which was a very neglected field. Some academics have written on violence against women in general, and xenophobia in the context of migrants in South Africa. Nevertheless, the existing studies have not expanded their field of application to sexual and gender-based violence against refugee

women in the workplace. It is among the case for example of Misago,2016; Navindhra 2017, Tsitsi 2016, Joyce and Brigitte Smit 2018).

The study conducted by Brigitte (2018) among foreign women from Zimbabwe, Uganda, Malawi, and Ghana about xenophobic attacks in South Africa has shown that there is a correlation between violence and employment (Brigitte, 2018). Brigitte's s fundings demonstrated that foreigners are victims of xenophobia in South Africa because South African citizens claim that foreigners come to their country to steal their jobs. These attacks are also inherent in the policy of excluding foreigners from employment which limits access to employment and employment opportunities. Limited access to employment increases the dependence and vulnerability of the refugee women vis-a-vis the employer or the aggressor and exposes them to violence and sexual exploitation in the workplace for the maintenance of her work which constitutes the only means of his survival and that of her family.

While some researches have been carried out in the sphere of violence and its consequences on foreigners, and remedy to the issues that come from gender-based violence have been suggested, however, there have not been enough efforts to realize and provide solutions to the gender-workplace violence faced by refugees. The results of this study will help to discern the amplitude of violence suffered by refugee women in professional circles and will provide strategies to prevent gender-workplace violence against refugee women in their respective workplace and, also guarantee certain proposals aimed at reducing the extent of this plague. The conclusions will also provide up-to-date information to the researchers in the field of gender-work violence against refugees.

This study helps fill a knowledge gap. It highlights the possible means of preventing gender work violence against refugee women. Seeing the possible harmful impacts of gender-work violence on the economy of the nation, the government, the decision-makers, and the humanitarian organizations must get involved in the efforts of prevention and mitigation. It is therefore important that research of this nature be directed to examine the situation and take appropriate strategies and measures. The research will be used as its contribution to practitioners of human rights, development, and law in general. This study comes at a time when refugees are being abused and burned alive by the citizens under the pretext that they come to steal their jobs, and the need for protection is high.

1.8 Conclusion

This Chapter focuses on background of the study, the research problems, and key questions addressed in the research, the research objectives, significance or importance, scope and limitations of the study giving a general overview of sexual and gender-based violence against refugee.

1.9 Chapter Layout

Chapter One: **General Introduction**. The first chapter is devoted to the introduction of the study. It highlights important aspects of the study and what it seeks to achieve and explore. These aspects include the problem statement and placed into context for readers. The research questions, the objectives and justification of the study are also explained in details.

Chapter Two: **Literature Review and Theoretical framework**. The second chapter is provided a literature and the principal theories used in this study. The first part presents an international overview on sexual and gender-based violence, how it affects women in general, and particularly refugee women, and trajectories made in reducing its extent and consequences. This part critically analyses the scale, impact of gender-based violence facing by refugee women in their professional circles in Durban, South Africa. The second part discusses the theoretical framework.

Chapter Three: **Research Methodology**. This chapter discuss the research methodology exploited in the dissertation, by showing evidence-based approaches that link readers to the research process, and how they have been used to achieve and meet the objectives and questions of the study. It provides a view of data analysis, data collection techniques, also interview held with individuals involved in experiences of Sexual and Gender-based Violence in professional circles.

Chapter Four: **Data Analysis**. It provides a detailed analysis of experiences faced by refugee women in their workplace; and this chapter also summarizes the experiences of different women in different professional environment.

Chapter Five: **Conclusion and Recommendation**. It draws on the conclusions from the results of chapter 4 and based on the conclusions to the research, which allow reformulating recommendations and possible solution

CHAPTER TWO: LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction

The plight of the refugees and migrants is a reality that cannot be ignored. Women refugees are more likely to be victims of violence than men, regardless of the form of violence. Violence faced by female refugees is a major social issue that needs urgent attention. This chapter is divided into two parts. Part one focuses on the literature review. It begins by providing the definitions of key concepts of the study. Part one also includes the discussion of the causes of gender-based violence, its impacts on the victims as well as on society. The extent of sexual and gender-based violence mainly against female refugees in both developed and developing countries is examined in more details and case studies are well documented learning from different countries. South Africa being the area of focus to this study, it is given particular attention. Here the magnitude and effect of gender violence are discussed in depth. South Africa government policies that protect women versus any form of violence are examined in part one of this chapter.

Part two of this chapter concentrates on the theoretical framework of this study. This study aims to examine the extent to which is gender violence against refugee women at the workplace in South Africa. Causation and prevention theories from the theoretical basis of this study hence the focus on part two of this chapter.

PART ONE: LITERATURE REVIEW

2.1.1. Definition of the key concepts

2.1.2 Refugees

According to the UNCHR, the refugee is defined as:

“a person who is unable or unwilling to return to their country of origin owing to a well-founded war, violence, conflict, or fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion.” (UNHCR, 1951a: 14)

Exclusively, international law defends, protects and defines the rights of refugees. Refugees are people who live in the countries of asylum and who have left their country of origin. This is because of violence, war, persecution and other issues that gravely disturbed public order, and on the other hand required international assistance in their favor. They are in intolerable and miserable conditions, they cross borders to neighboring countries in search of safety and are recognized worldwide as being “refugees”, having access to the support of HCR, states, and organizations concerned. They are recognized and assisted as it is too dangerous to return to

their country of origin. Thus, they seek asylum elsewhere, because the denial of asylum to this category of person has potentially fatal effects (UNHCR, 2002).

2.1.3 Gender

According to Khumalo, and Bollbach (2014), gender broadly refers to the attributes, functions, activities, and societal burdens of being a human being (male or female) in community. As such these societal proprieties influence and establish behavior and in this particular dissertation Sexual and gender-based violence.

Gender is used in the study to refer to the social characteristics assigned to men and women. These social characteristics are constructed based on different factors such as: national, ethical and social origin, age, race and religion. They both differ within, between civilizations and explain how the different identities, roles, responsibilities, status, conditions, and power affinities among the members of any culture or community. Gender is not static or innate, but evolves to respond to charges in the political, cultural and social environment and is learned through socialization (UNFPA, 2012).

2.1.4 Definition of Sexual and Gender-Based Violence

As reported by USAID (2018), sexual and gender-based violence is a severe contravention of fundamental human rights. It affects the human development, refutes the human self-respect of the individual. It further designates any act carried out versus the will of a person on the basis of gender, and unequal strength relations. It can be physical, emotional, psychological, economic, or sexual, and occurs in the form of refusal of resources or access to services. It causes prejudice on women, girls, men, and boys.

Sexual and Gender-Based violence is conceptualize defined as a violation of human rights and a form of discrimination against women that perpetuates the stereotypes of gender functions. The overwhelming majority of the victims or / survivors of sexual and gender-based violence are women and girls, and it also prevent women from exercising their political and economic rights (Wies and Haldane ,2011)

It also designates each act, attempt, or threat of a sexual nature largely rooted in individual attitudes tolerating violence within the family, community and state. Sexual and gender-based

violence is a cause of destruction of family, community structures and forced displacement. It is often perpetrated by the people who are been entrusted with the task of protecting refugees and displaced persons. They commit such acts and ignore the notion of consent (Nduna and Rude. 2014).

Sexual and gender-based violence, facing by women are used interchangeability. They describe the fundamental human rights and the discrimination against women. Gender-based violence is a manifestation of the historically unequal power relations between men and women, thus depriving women of their full emancipation. Acts of Sexual and gender-based violence can be classified into the following categories: sexual violence, Physical violence, emotional or psychological violence, verbal violence, and economic violence. Sexual violence is any sexual act or involving sexual activity that is committed by contrary or threat. In this situation the victim is exposed to sexual activity or behavior without his or her consent (Mathews,2010).

Sexual violence violates fundamental rights, such as physical and psychological integrity as well as the safety of the person. For instance, kissing and touching (breasts, thighs, buttocks, penis, vulva anus). There is also oral genital contact (oral sex, cunnilingus, rimming). There is also Penetration which is can either be (vaginal penetration by the penis, sodomy, insertion of the anus or vagina with the fingers or with the objectives). More sending intimate photos to someone who does not want them, forcing the other to have when she is not alive, and forcing the other to have sexual acts with other people, as well soliciting sexual favors. This violence includes a very broad spectrum which ranges from sexual harassment to sexual exploitation through rape, and often when a sexual assault happens, the other types of abuse mentioned above occur as well (Wies and Haldane ,2011)

Physical violence is a form of direct abuse that involves physical contact and affecting the physical integrity and life of an individual. e.g.: kicking, beating, burning, punching, choking, striking, mutilate, using objects, or weapon and to kill. This violence occurs in form of among others, serious and minor assault, deprivation of liberty, and manslaughter (Wies and Haldane ,2011). Physical violence is an action causing any damage to the physical integrity of a person. It can happen in the workplace and private and public spaces.

Emotional violence aims to reduce the personal confidence or self-esteem of the victim. This violence may involve intimidating, insulting, humiliating, blame others for nothing, restricting who someone talks to or spends time with, quarantining her/him from friends and family, or coarse and loathing words, being the subject of jokes. Recurrent humiliation, and contempt for the work

done by women is one way this violence expresses itself in the workplace (Wies and Haldane ,2011).

Verbal violence is about instilling a climate of fear and insecurity for the person who experienced violence. Verbal violence also consists of reproaches and criticism. Sometimes silence can be full of negative words and thus constitutes verbal violence. No matter what form of tone is used, the aggressor seeks to frighten, to put his victim at ease. This violence is closely related to emotional violence. The author uses either by the words spoken or by the tone used, it often takes the form of threats, insults, or screams. It aims to control the other through speech (Wies and Haldane ,2011).

Economic violence aims to inflict financial consequences on the victim. In this category the objective is to reduce the autonomy of the victim by keeping her in financial dependence, deprivation, or reduction of the salary without good reason (Mathews,2010).

2.1.5 Causes of Sexual and Gender-Based Violence.

Understanding a social phenomenon is important in order as it serves as precursor to preventing it, and understanding what causes it. Research on the causes of Sexual and gender-based violence against women has been guided by two lines of inquiry. This are the characteristics that influence the behavior of offenders and consideration of whether some women have a heightened vulnerability to victimization. The inequality between the two sexes, deprives women of political rights, delivering them to the obedience of husbands, organizing their dismissal by union organizations, and the low wages of women. The United Nations have defined several factors of an individual, societal, community, and cultural nature, which contribute to increasing the risk of violence opposed to women (Kabeer, 2015).

The cause of sexual and gender-based violence against women stems from gender inequality and discrimination against them. Research on causal risk factors shows that violence is an acquired behavior. This is illustrated by the example of boys who were victims of violence in their childhood, as they have become perpetrators of violence versus women in adulthood and a history of sexual assault shape the perception of sexual violence (Krug et al.2002). Globally, women continue to experience various forms of violence in their homes, schools, the workplace and the community. Hence why Heise, Ellsberg and Gohtmeller (2002: S7), have adapted the use the ecological framework to understand “the interplay of individual, sociocultural and situational factors which come together to cause violence”. This model with four inner circles

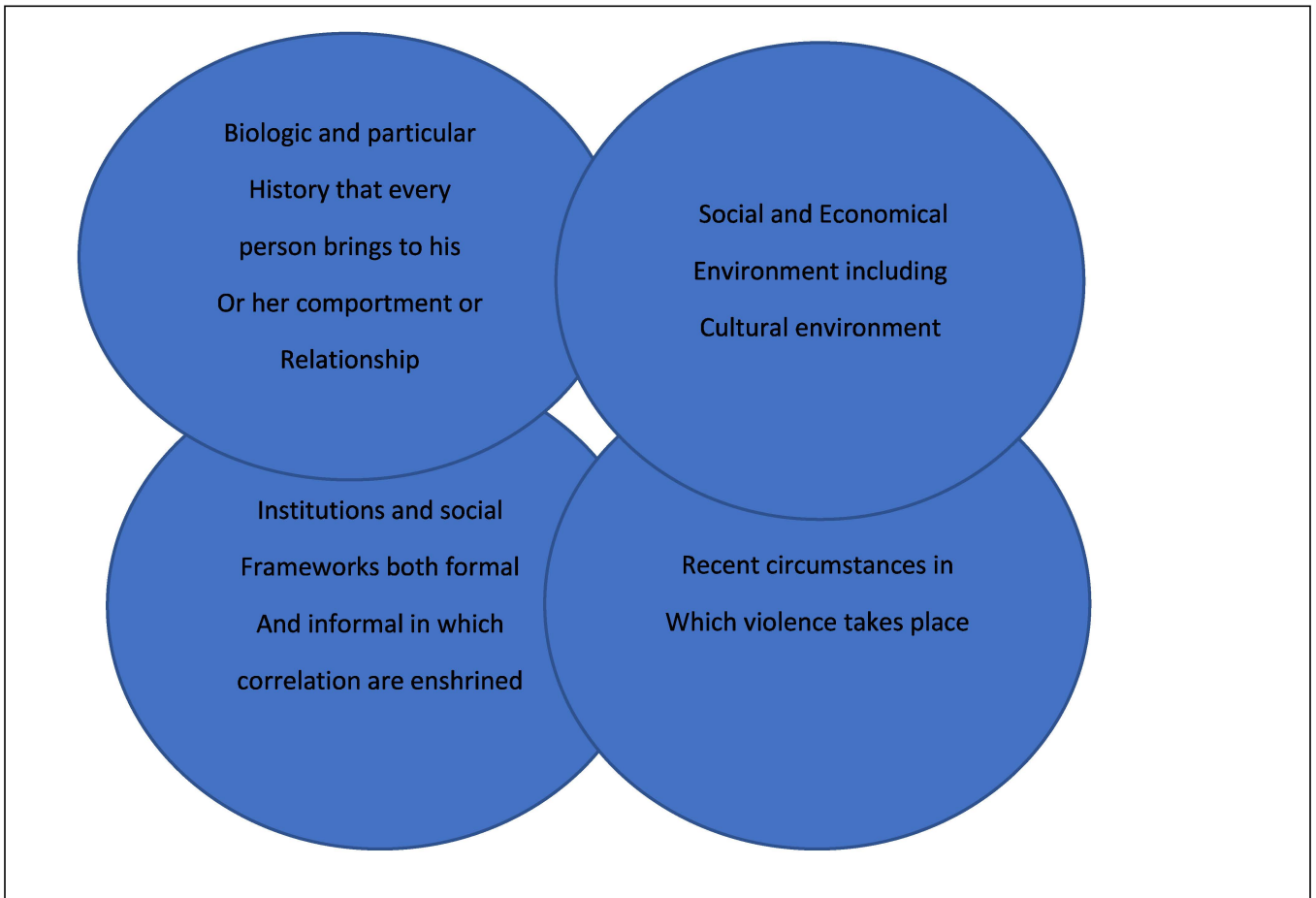


Figure 2.1: Ecological model inner circles

Source: Adapted from Heise, Ellsberg and Gohtmeller (2002: S7). This framework reveals that violence in itself is not the result of a single isolated cause because gender-based violence is in itself complex and necessitates multiple interventions to uproot it and to modify the status at each stage exemplified by table 2.1 below

Individuals' factors	Economic elements	Community factors	Societal and cultural
<ul style="list-style-type: none"> - Alcohol and drug use - Coercive sexual obsession and other behaviors and beliefs supportive of sexual assault. - Antisocial and aggressive tendencies - Acceptance and affection for impersonal sex - Adversity towards women - History of sexual violence as a child - Witnessed family violence as a child 	<ul style="list-style-type: none"> - Poverty - Lack of Employment opportunities. - Lack of Economic independence among women - Women's economic empowerment 	<ul style="list-style-type: none"> - Family Environment described by lack of resources and violence - Lack of Institutional assistance from judicial system and police - common Tolerance of sexual assault within the community - Weak Community sanctions versus perpetrators of sexual violence - Family honor considered more important than the health and safety of the victim 	<ul style="list-style-type: none"> - Cultural norms supportive of male superiority and sexual entitlement - community norms conducive of sexual violence - Weak laws and policies related to sexual violence - Weak policies and laws related to gender equality - High scope of Crime and other types of violence

Source: (Krug et al.2002 :98)

Figure 2.2: The Causes of Sexual and Gender Based Violence

The composition of these elements of violence demonstrates how the succession of factors not merely commit but also encourage and support gender-based violence. The environmental template provides an outline of the way in which certain

communities are more rooted to violence than others and why it is likely to worsen across certain categories of people. This could also be attributed to their living conditions. In many cultures, some attitudes lead to gender-based violence. This is the case with the study carried out by Kim and Motsei (2002: 1245-1246) on South Africa. According to Kim and Motsei (2002: 1245-1246) study on gender-based violence in South Africa, men justify physical abuse as a way of instilling terms as “discipline” and “punishment”. This is also worsened by alcohol and miserable living conditions.

The ecological model of violence provides an understanding on the framework of violence at each echelon of responsibility by taking applicable actions to contexts. A study undertaken on violence against women in Latin America, indicates that most serious violence occurs in areas where the rights of victims are violated (Cabrera,2010). It is important to highlight that ordinarily, where there is a violent culture, gender-based and sexual violence is on the increase.

The 2002 WHO Global Report on Violence and Health used an environmental model to discover the various forms of abuse through detecting personal and biological factors that affect particular behaviors (WHO 2002:13). This study has shown in evidence that when an analysis is carried out involving an ecological perspective, certain risk factors are specific to some categories of victims. For example, more vulnerable women are more exposed to sexual violence (WHO 2002:15).

To enrich Kabeer (2015) argues that certain aspects of the conditions of women are likely to increase the risk of violence for women. To further this theory on how violence is perpetuated, research conducted in Bangladesh revealed that some facets of a woman’s condition would increase the risk of being beaten, raped, depending on the socio-cultural conditions of the community in which she lives (Bott, Morrisson and Ellsberg 2004:14). That study found that in some settings that were “characterised by more conservative norms regarding women’s roles and status women with less autonomy” experienced more violence than those who with greater autonomy. This goes to shows that various parameters and contexts will either increase the possibility and the extent of violence.

2.1.6 Consequences of Sexual and gender-based violence.

This section examines the impacts of sexual and gender-based violence faced by women. As any other scourge, sexual and gender-based violence has important social and developmental consequences. Its consequences also reflected at various levels: individual. Family and professional. Almost all of the known consequences of violence faced by women are learned through studies of victims seeking help. These victims opened up to researchers, for most had experienced more serious trauma than those who were not helped. However, the opposite is also possible in the sense that, the women who come forward are those who have suffered less fear and damage to their esteem.

These reports are general, because the women who agree to participate in research are coming from different social, economic and ethnic background. In the end, understanding the resources is not within the reach of researchers to reach every group of victims who may be at risk of violence or face particular challenges. For example; studies addressed especially to the experiences of older women, disabled women, institutionalized women, migrant women, and refugee women are missing (Cornelius et al. 2014).

Despite the differentiation between these groups in the overall echelon of act of abuse, it is obvious that, the descriptive effects of the aggressions are very similar (Garcia,2013). The signification of acts of assault can depend on multiple aspects. According to several characteristics, this may depend on the behavior and the way of seeing things. Among these aspects are: relationship with the perpetrators, the age of the victim, social rank, sexual orientation, the civilization, previous history of aggression, the causes and impacts of the violence. (Abrahams et al.2013).

The cost due to violence in opposition to woman is seen through the suffering she endures, and the reduction in the quality of live and well-being. In addition to this, expenses incurred by the family of the victim. With regard to her physical health, mental and financial, gender-based violence have effects on the spouse and children. Acts of abuse leads to the risk of disability and often death among women aged between 15 and 44 years. The impacts of sexual and gender-based violence

experienced by women are rated higher than cancer, motor vehicle accidents, war, malaria (World Bank,2020). Some of the consequences and costs include:

Physical consequences.

Sexual and gender-based violence has hurtful impacts on the physical health of female. This violence is thought to be the most likely to result in physical symptoms and death in women aged 15 to 44. These aggressions in which women victims of violence live have a major impact on their physical health and are the source of various disorders such as, disability, chronic health issues irritable bowel syndrome, gastrointestinal disorders, invalidity, syndromes, hypertension, etc....) (World Bank, 2020).

Gender-based violence limits the ability of women to protect themselves against sexually transmitted diseases and HIV. This fact increases the possibility of unwanted children by limiting women's s access to family planning because abused women tend to have more children they do not want. This diminishes the potential demographic benefits of reproductive health which are estimated to decrease poverty by 14%. This violence is at the root of the growth in the number of abandoned children and the high rate of abortions (WHO 2013).

Economic and Social Consequences.

The effects and economic costs of gender-based violence occurs at various levels: individuals and families. This phenomenon entails costs for the survivor of violence and her family in terms of physical, psychological, financial health, and lost wages. For the public sector, this incurs costs in terms of health and legal costs. As for employers, this violence leads to legal costs, job loss caused by absenteeism as a result of abuse, reduces productivity and profitability in the company, decreases professional performance, adverse effect on the income power of women, lower returns, and loss of earnings (Muller et al.2014).

At the social level, rejection, ostracism, and social, reduce the participation of women in social and economic activities. There is also fear of venturing into public spaces produced by the damage on the confidence of women, the acute fear of future violence manifested by the victim of the assault and by other members. (This can increase vulnerability to other forms of sexual and gender-based violence (Abeda,2010). finally,

at the national level, this violence constitutes a threat to the national economy by slowing down the social and economic development of the country, poverty reduction initiatives, and intergenerational consequences (Garcia, 2013).

Consequences on women's families and dependents

Divorce or broken families: sexual and gender-based violence has negative consequences for a woman's family. Family members can be affected directly or indirectly. This violence forms a problematic object within the family. Women who are victims of sexual violence encounter multiple difficulties with their husbands once their husbands are aware of the situation. These men find it difficult to have sex with their wives and often reject them. This tension creates a distance between the husband and his wife leading them slowly and surely to divorce and the children end up being homeless and exposed to poverty (Umubyeyi, 2016).

Sexual and gender-based violence compromises the economic and emotional development of the family by impairing the survivor's ability to care for her children. The woman manifests ambivalent or negative attitudes towards her children, the neglect of the children which leads to malnutrition. All this is because of the constraining effect of violence on the strategies of subsistence of the women and their negotiation in the marriage (WHO 2013).

Consequences in society.

Women who are victims of violence are at greater risk of self-esteem and prejudice. Sexual and gender-based violence places a strain on the health and justice systems. This violence is an obstacle to women's involvement in development by reducing their contribution to social and economic development and limiting their capacity to respond to rapid social and political changes. It creates a breakdown in social relationships that weakens support networks that are vitally important to building the capacity of societies during times of stress and upheaval (Abrahams et al. 2013).

The effects of violence opposed to women are far broader on the female victims. Their families and friends may be affected. In the case of sexual and gender-based violence, there is growing evidence of the adverse effects on the refugee women of exposition to aggression at workplace. community suffers financially, both in the loss of productivity and in the use of resources due to fear and hurt. Understanding the

impacts of violence is essential and unavoidable for preventing and reducing that violence (World Bank 2020).

2.1.7 Extent of Sexual and gender-based violence in Developed countries

Sexual and gender-based violence faced by women in general, and especially refugee women is a universal challenge. This impact the life of women and girls of all races, colors, and creeds. Women are the largest concerned by augmenting poverty levels, war, unemployment, segregation, and discrimination. All of these situations expose women to abuse and violence. This violence represents a threat to the total enjoyment and promotion of women's rights. Women from all over the world are traumatized by physical, economic, psychological, verbal, and sexual abuse, they suffer from each form of violence both inside and out of their countries and continues unabated (Wies and Haldane ,2011)

Numerous studies conducted among refugees in both developed and developing countries have shown that violence against women in the workplace is prevalent (Guruge et al.2012, Cosa 2018, UNHRC 2013). The studies demonstrate that women worldwide experience one or more forms of violence, and these include sexual, mental, and physical violence. These forms of violence are perpetrated by people who are closed to the victim, within the family, in the neighborhood, and in the professional environment, mainly those whom women depend on for economic survival. According to Cosa (2018), most women are victims of violence in the workplace, but particularly refugees and black women, face macroaggression, and these encounters add up throughout a career. While refugees and women, in particular, are subjected to numerous forms of violence and abuse, their cases and stories are largely ignored by the media (Cosa, 2018).

For instance, a study conducted in Canada by Guruge, S. et al, (2012) shows that despite progress made in protecting women from any form of violence, refugee women still experience some form of violence at home as well as workplace. This section will cover the distinct experiences that female refugees may face in Canada. Sexual and gender-based violence happens everywhere at resemblant rates. Even so, acts of abuse experienced by female refugees look different for the unique conditions they are living in. Refugee women also face other barriers to obtaining assistance. Refugee

women are always fleeing persecution, including political persecution, Sexual and gender-based violence, gender identity, and sexual orientation. They frequently experience further violence upon reaching Canada (Guruge, S et al. 2012).

In October 2011, after news broke that Hollywood producer Harvey was sued by a considerable number of women for sexual abuse. In addition, women were coming forward sharing their own experiences with sexual violence. *Me too* reveals that for women and particularly refugee women, sexual violence and harassment is, regrettably a common currency. But the complex questions are to know how high is violence in opposition to women and refugee women? Statistics for Canada are based on police-reported data on violence faced by women and refugee women. Detailed national data is not easily accessible to everyone. In Canada, more than 600 districts are affected by violence versus refugee women. The national average of police-reported violence shows that: violence faced by female refugees come out to be going down slightly, but the effective trends are more nuanced with regard to the data (Guruge, S et al. 2012).

Several parameters come into play, preventing victims from reporting their experiences of violence, shame, culpability, and stigma of sexual victimization, formalize unwanted sexual behavior, and the misconception of reporting sexual and gender-based violence, fear and rejection (Chui, 2011). Although, sexual and gender-based violence is the most common type of violence. It is the least reported offense in Canada. Several female refugees experience sexual and gender-based violence in form of discrimination in the community and experience also barrier in seeking help and reporting to the police. This was reported by the Ending Violence Association of British Columbia, a provincial nonprofit organization that works to coordinate and support community-based anti-violence programs.

Stinson says: understanding the causal factors for the rise or fall in police-reported violence rates without knowing more about each Canadian community is very difficult. She explains, according to the police report, the communities most affected by violence are those with a significant number of natives. In addition, this may partly be explained by colonization as one of the root causes of high rates of violence experienced by indigenous women (Hughes et al. 2012). Gender-based violence

experienced by migrant and female refugee workers is a reality in Canada. The vulnerability of the migrant and refugee women workers to sexual and gender-based violence is the result of the accumulation of discrimination based on gender. The class, and legal status, and many of these discriminations are institutionalized (Amnesty International,2013).

Apart from Canada, which is a developed country, several studies including those conducted in the United States of America, France, Kenya, and Botswana have shown that there is an elevated scale of prevalence of gender-based violence suffered by women mainly female refugees.

In France, studies have shown that there is overexposure of sub-Saharan women living in Paris with multiple episodes of sexual violence after their settlement. In recent years, migration flows have undergone many changes, one of the most important being the feminization of migration. According to the United Nations, (UN), in 2015 among migrants in France, most are women. In this country, the feminization of migratory flows begins to occur from 2008, or for the most part, the number of migrant women is higher than that of men with 52% against 48% (Pannetier et al.2017).

For women asylum seekers and refugees, 2016 figures show that 33% of first-time asylum seekers are women, with a growing trend since 2014. There are many reasons for these women to embark on the migration route. The literature compares highlights four main reasons: the feminization of the poverty in the world, which leads women to seek a dignified and independent living in other parts of the country; the process of individualization of women, who lead them to more independent life projects; the gender-linked persecutions that can lead to a request for protection. This significant change in migration flows has raised new problems related to the appropriated demands of migrant and refugee in the face of the issue of women's inclusion and their needs.

One of these problems concerns the violence experienced by women refugees during their migration journeys and/or once they arrive in France. Violence against women and especially women refugees is present in all regions of France. All these women are potentially exposed to it. This violence manifests itself in different ways conditional

to the historical and civilization context and the stage of their lives. In the context of refugee women, gender-based violence is prevalent, as these women are recognized as extremely exposed (Freedman,2010).

This section analyses gender-based violence against women refugees once they are on French territory, the types of violence they experience. The year 2015 was marked by what is known as the migration crisis. During this year, more than a million people arrived on European soil, including masses of children and women on French territory. In 2016, these women were in the majority and accounted for 60% of the total number of people displaced. This situation highlighted the problems related to the management and reception of refugee flows in France as well as the collective factors of danger to these women (Me too,2017).

The particularly fragile situation of women refugees in France has been highlighted by different studies. Amnesty International's 2016 study of women refugees in France found that women refugees are exposed to violence, assault, sexual exploitation, and sexual harassment. UNHCR, UNFPA, and the women's refugee commission also made a diagnosis in 2015 about the risks these women face once they settle in France. They faced multiple difficulties and the subjection to sexual and gender-based violence specifically those women in professional circles. These women are also exposed to HIV contamination and are unable to leave work due to the economic condition they find themselves in as refugees (Pannetier et al.2017).

Sexual and gender-based violence in opposition to female refugees was mainly prevalent in agricultural services, women who work in tourist services, and in some companies. Regarding sexual exploitation, this form of violence includes prostitution of adults and minors and child pornography. According to ONDRP, which fights against sexual exploitation, the Global March is the largest amount of \$1 trillion. It is one of the most important illegal businesses on the planet. It is even the third most lucrative illegal trade in the world, behind those of drugs and weapons. In France, it is the first in terms of turnover (ONDRP,2018)

There are between 6,000 and 10,000 child prostitutes in France (people with less than 18 under international children's law). These statistics were given by the government of France, ECPAT (End Child Prostitution in Asian Tourism), and several associations

which fights against sexual exploitation. While authorities often downplay its importance, the players on the ground are constantly saying that this exploitation is constantly increasing. This figure is in addition to the 20,000 adults who would be forcibly put on the pavement in France, 90% are women and especially women who are refugees. Most of these women come from Africa. Especially in domestic work the reality is that more than 94% of these maids are victims of sexual exploitation (ONDRP,2018).

The findings of most studies in France have pointed out that women refugees were at risk of experiencing certain types of violence, including sexual violence. For its part, the Committee on Women's Rights and Gender Equality of the French Parliament has re-enacted a report in February 2016 on the situation of refugees in France. The European Union, also recognize the special vulnerability of these women to sexual and gender-based violence, especially in the workplace (Pannetier et al.2017). France has been identified both as a passage country and as a destination country in the context of the migration crisis. A study conducted in 2015 and 2016 by sociologist Jane Freedman highlighted the different cases of violence that women refugees are exposed to in France, notably in Calais and Paris (Freedman,2016).

In 2018, 980 refugee women were victims of sexual violence in professional circles. Out of 980, 573 receiving treatments for HIV, 407 were undiagnosed refugee women (Cosa, 2018). In the United States of America immigrants and refugee, workers are specifically exposed to exploitative and sexual violence incidents. This because a majority of refugee workers hold deficient information about their rights. According to a 2012 study, nearly 33% of refugee women were killed in the United States of America at their workplaces from 2003-2008, and 44% experienced domestic violence's effect in their workplaces (Polkey, 2018).

The efforts to combat violence against women (VAW), were not sufficient enough. This is why the ex-president of America, had beaten his campaign on the ratification of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW,2015). The due diligence standard set out in the Declaration on the Elimination of violence against women and developed by the former United Nations special rapporteur on the violence against women Yakin Erturk, constitutes one of the important means of evaluation of a state as regards the fight against the various types

of violence from which women suffer. (CEDAW,2015). The prevalence of emotional abuse, physical violence, and sexual violence in the precedent 6 months was 31%, 19%, and 7%. Respectively every type of abuse was joined with 3 different partner or private HIV risk behaviors. This are: unprotected sex, partner substance abuse, sexually transmitted infection diagnosed anteriorly. (Stockman et al. 2015).

Sexual and gender-based violence suffered by women is further considered in the United States as a national priority public health. This was proven by the recent signature of the president Obama on the law concerning the violence against women (Fedovskiy et al.2008). 1 in 10 American women has survived rape in their lifetime, according to nationally representative statistics (Breiding et al. 2014). Women who experience emotional, physical, and sexual violence in addition to the trauma caused by these, are also plunged into depressions. The post-trauma stress, re-victimization, and high-risk sexual behaviors are also part of the effects suffered by women. (Tjaden, and Thoennes, 2000).

Several studies over the past decade recorded great co-occurring rates of sexual and gender-based violence and HIV in the United States among defenseless populations such as women living in precarity. Since 2014, families and children have who were part of the rampant gang violence, perpetrating various forms of persecution in Central America. In addition to sexual and gender-based violence against women, recruiting children, have decided to leave and flee the gang. Most have had the chance to have the legal right to have their cases heard without being incriminated. They seek asylum and the family had the right to keep their children. Very often, corporate complicity allows perpetrators to act with complete impunity. Take for example a Moroccan woman working in the aerospace sector had filed a complaint versus her hierarchical superior for having been sexually harassed, the company accused her of inventing the story (Breiding et al. 2014).

In 2016, in USA workers Memorial Day. They were in collaboration with the labor movement in celebrating workers killed or injured on the job. They said: " let's not allow the voices of our colleagues to be suppressed. Be together and fight for a save working environment, and the creation of adaptable workplace communities that prevent and respond to violence. The millions of women experienced sexual violence and

harassment every year. The workplace can be a judgmental juncture for responding to sexual and gender-based violence and consolidate systems that protect victims and survivors of abuse (Brooke et al.2015).

Refugee women workers, low-wage workers, and immigrants constitutes a category of workers conducive to exploitative and sexual violence incidents especially in non-traditional settings. Many refugee workers are deprived of adequate information about their rights. The fear of losing a job prevents them from speaking. The lack of financial security allows them to take time off to seek legal recourse or recover from injuries (Lippel, 2018). Many refugee women workers who work in the restaurant, nightclubs, or service industries rely on tips to earn a living, thus making them especially exposed to exploitation form (customers, employers). To earn the money necessary to support themselves and their families, the female refugees' workers in these sectors are often forced to endure sexual harassment. They please their customers, or advances from supervisors to keep favorable shifts (Breiding et al.2011).

In general, female immigrants and refugees face almost the same challenges as other women. However, they face some unique challenges due to their status as African and condition of life such as a fear of being deported or of losing custody of their children. Physical, sexual, emotional, or another type of abuse is never ok, even if it happens within a marriage. Sexual and gender-based violence in opposition to women is also a crime perpetrate against the law, even when the victims are not US citizens.

2.1.8 Extent of Sexual and gender-based violence in developing countries

Regarding developing countries (specifically Africa), the countries of sub-Saharan Africa are be distinct by the maximal level of violence opposed to women in the world (Devries et al.2013). In recent years, the issue of violence faced by women in Africa has been a recurrent issue in the scientific literature. However, existing studies tend to focus on sub-Saharan African countries affected by armed conflict or AIDS epidemics. In addition, most published studies focus on English speakers. However, research in French-speaking countries shows that the phenomenon of violence, especially domestic violence, does not spare this part of the continent. It seems that it

also concerns countries that are socially and politically stable or countries that are weakly affected by the AIDS epidemic. In these countries, violence in opposition to women occurs in distinct areas of everyday life: in the workplace, at home, on the occasion of displacement, etc. (Sprague,2008). Now let's see what's happening in Kenya.

Kenyan women set the sad record of being the most abused women in their couples and families. How to explain such a plague? In his article, Morilyn Muthoni recounts the results of a study that shows that strong patriarchy; men's lack of self-confidence; police failure, are the key foundations of violence faced by women in Kenya. Yet severe punishment could deter, as well as campaigns that encourage empathy for women. More than 47% of women are victims of physical and sexual violence. This rate is higher than the World Average; And in this country, women continue to be overwhelmed by violence and even deadly attacks resulting from gender stereotypes and inequality (WHO, 2013).

Kenyan men with low self-esteem are more likely to interpret women's actions and behavior as threatening their masculinity, even if not at all. This perception makes them react violently and pushes them to re-enact. Other factors, such as financial insecurity and loveless childhood, also lead men to act violently towards women. Although the Kenyan government has policies in place to protect women from violence, including the Domestic Violence Act and the Sexual Offences Act, the system is distorted and women rarely get justice they deserve. Women are afraid to tell their experiences because they are even more perceived as being guilty and above all sent home that justice is done to them. Judicial officers are not well-eared to make a representation of sensitivity when dealing with problems related to sexual violence. As a result, victims are not available to complain.

In this country violence against women, in particular, finds its origins in a deep-rooted tradition of patriarchy and misogyny. The dynamics of power are unfavorable to women who cannot realize their full potential and assert themselves in a community (Aura, 2015). Patriarchal systems and misogynistic beliefs are the main reason for the rise of acts of abuse perpetrated against women in this country. In a patriarchal society like Kenya, women are seen as inferior. They have become objects to men and thus

suffer from the hatred of the same men who derive pleasure from them and dispose of them without regard for their rights and freedoms.

Kenyan culture considers that beating women to be normal, as evidenced statements such as *Mwanamke ni kuvumilia* (women should be tolerant): therefore, physical violence allows. The false feeling of superiority conferred on men by patriarchal structures has engendered a society in which women cannot and should not say "Non" to sexual harassment, advances, and proposals of men for fear of becoming the next victim of violence. About female refugees, violence against them does not simply constitute a women's concern says the committee versus gender-based violence in Dadaab refugee camp in Kenya. The sexual attacks are usually perpetrated by soldiers and border guards. Female refugees are usually attacked while collecting water or stick lumber. The refugee camp can be an opportune ground for violence perpetrated versus women and girls (Judith and Raul,2010).

In Nairobi and Mombasa, each female refugee research participants with other provinces also impulsively experienced sexual violence once in Kenya, frequently on multiple occasions. In Mombasa, sexual exploitation of refugee women and young are common. Female refugee selling sex, and prisoners are greatly exposed to sexual violence, exploitation, and abuse (UNHCR, 2013). In Dadaab, refugee women like Zahara are active in combating the aggressions perpetrated against themselves in the three refugee camps which are located in north-eastern Kenya and managed by the United Nations. She is a victim advisor and one of the 22 members of the committee for sensitizing refugees to sexual and gender-based violence (UNHCR, 2013).

There is a committee set up against constant violence faced by women "UGLY", originally called Anti-rape. This committee in collaboration with June Munala, UNHCR assistant officer in Dadaab, widened the scope of rape to other forms of violence against women given the frequency of attacks versus female refugees (UNHCR, 2013). Andrea Vonkeman, senior UNHCR protection officer in Dadaab, said that the refugee camp provides a friendly environment for violence perpetrated against women. The conditions of refugee families are precarious, no food, no housing, men without work, or constant income. This creates marital conflicts and exposes female refugee to sexual and gender-based violence in the workplace. Thus asks Mumina

rhetorically, the collaboration of men in improving the situation, because two hands are better than one. The complicity of refugee men and women is important because, there are places women can't work, and men can't talk to rape victims, we need each other to do the job (Judith and Raul,2010). Sexual and gender-based violence is widespread in Kenya violence, owing to the need for the involvement of women refugee in the prevention of and responses to sexual and gender-based violence. This pilot study was conducted in Dadaab, in order to assess and refine a model of care for refugee camp survivors of gender-based violence. The study aimed also to examine how this model can influence access, quality, health, and safety outcomes among refugee survivors of GBV in Dadaab camps. The study sought to identify key intervention characteristics that influence these outcomes.

Finally, Botswana is not an exception. Notably, that Sexual and gender-based violence constitutes a plague that shakes the world more than HIV and malaria. Sexual and gender-based violence experienced by women and female refugee compromises and or nullifies the fundamental freedoms of women in Botswana. In agreement with the study on Sexual and gender-based violence indicators in Botswana conducted in 2012, by the Women's Affairs Department in collaboration with Gender-Links; Botswana remains haunted by the specter of sexual and gender-based violence despite having made landmarks in certain matters such as; education, health, etc. Over two-thirds of women in Botswana (67%) have experienced some form of sexual and gender-based violence in their lifetime in conjunction with partner and non-partner violence, while 44% of men admit to perpetrating sexual and gender-based against women (Machisa and Van, 2012).

approximately one-third of women (29%) suffered violence perpetrated by an intimate partner. In contrast, solely 1,2% of women reported cases of sexual and gender-based violence to the police in the same period (UNAIDS,2006). According to the investigation made, thus the prevalence of sexual and gender-based violence expressed by victim is 24 times higher than reported to the police: This proposes that scales of sexual and gender-based violence are far more advanced than those marked in official statistics (Government of Botswana,2009).

Generally, most violence take place within an intimate liaison. About three in every five women (62%) experienced violence in an intimate relationship, at the same time half of the men (48%) conceded to committing intimate partner violence (IPV), (Krug et al.2015). Emotional violence is the traditional form of IPV facing by women in Botswana and executed by men (37%), (Geen, 2011). The comparable proportion similar of female (11,4%) reported experiencing non-partner rape discretely. 16% of female faced attempted rape and almost a quarter (23%) of women had suffered sexual violence and harassment at school and particularly in the workplace (ILO,2011). These data suggest that considering the nature of sexual and gender-based violence in Botswana is essential. This because the violence is prevalent. That's why the former president of Botswana, Festus Mogae named it "A Festering sore on the conscience of the nation" (Geen, 2011).

In Botswana, patriarchal behaviors are a rich underlying factor driving the incidence of sexual and gender-based violence. According to the Women's Affairs Department (WAD) and Gender Links (GL), these are among the key findings of the sexual and gender-based violence research project in Botswana. These findings show that sexual and gender-based violence has reached pandemic stature in Botswana and necessitates to be treated equally urgent as HIV and AIDS (Machisa and Van, 2012). As an indispensable building block in the fulfillment of vision, sexual and gender-based violence requires to be eminently placed in the political agenda. In keeping with the of female refugees living Dukwi camp, peace messengers and representatives of 14 nationalities currently living in Dukwi in collaboration with UNHCR community services officer Lisa palmer, the refugee women helped plan their world day. They were aware after the event that the fight against violence which affects women, must be the results of collective efforts (Geen, 2011).

There are several places via which sexual and gender-based violence is committed against refugee women. Gender education is taught and promoted in school, girls are released from their classes for an education that should teach them their rights and importance in society and a refugee camp. This because at school, young girls were dropping out and the general sense of defenselessness that pervaded the atmosphere. The meaning of atrocity is pervasive in the camp today. This because female refugees are subject to diverse forms of abuse due to their position of

vulnerability, nothing to eat but wild fruits in the bush. Slender and weakened by war and famine, many people died of sleeping sickness. To survive, the refugee women looked for work among the Bayeye people who were traditionally farming the Etsha, where they still suffer some violence for the maintenance of the work (Sunjic, 2005).

As we have pointed out above, many studies have focused on English-speaking countries in Africa, but this does not make French-speaking countries, the countries less affected by gender-based violence. Let's take the example of a glaring case from the Democratic Republic of Congo. Every day hundreds of women are victims of domestic violence, as well as sexual violence. This, especially in mining areas where the armed forces and rebels are fed and motivated by the minerals of the Congo. The latter is prone to the maintenance of an environment of insecurity that guarantees the persistence of the status quo.

There is a defined number of studies carried on in the area of domestic conflict, among which we find a study carried on by Umubyeyi (2016) on marital conflicts among Congolese families. The author highlights the prevalence of domestic violence not only in the migration framework, but also in the country of origin. (Umubyeyi ,2016). Most of the studies are focused on sexual violence because of the war. The Eastern part of the Democratic Republic of Congo has been dubbed "*The sexual violence capital of the world*". The country has been ravaged by war and violence since the themed-1990s. Women and girls are extraordinarily exposed to these assaults. Gender-based violence and sexual violence become a feature of conflict and a tactic of war. Thousands of women and girls in Ituri have suffered and continue to suffer from gender-based violence, as have many other provinces of North Kivu and South Kivu, affected by armed conflicts (World Bank,2020).

According to the most recent DHS survey in the DRC, more than half of women have faced one of form of violence, nearly 60% have experienced spousal violence. Around 20 % of those aged 15 to 24 years expressed they had faced sexual violence from an intimate. Partner and become pregnant and/or contaminated with HIV as an outcome of sexual violence. These three provinces made at least 37500 survivors of violence in 2019 (World Bank,2020). During the COVID-19 epidemic, violence increased by

99% in North Kivu province (World Bank,2020). This qualitative study was carried out mainly in the Eastern region of Democratic Republic of Congo.

This violence is the basis of forced displacement and unprecedented humanitarian crises. These resulting displacements still affect women disproportionately and are still the basis of sexual and gender-based violence such as by women in countries of refuge. This is how the refugee woman finds herself in a vicious circle and an endless cycle of sexual and gender-based violence.

Why is Africa not protecting its women?

Today, law and body have an obvious relationship, erected in universal value, that of the intrinsic right of ownership of women over her body. The denial of this right condemns human degradation and reduces it to the status of slavery. To be born a woman in Africa, the land of the preponderance of patriarchy, archaic customs and traditions, and the heap of misinterpretations of religion is not likely; to recognize this right, nor to curb the doggedness and arbitrariness sometimes spontaneous against women. The cultural heritage is decidedly heavy. The position of the inferiority of women goes as an "in-self", and the act of violence is "normalized"(Cools and Kotsadam,2014).

In addition to the social-cultural burdens, economic underdevelopment and war in this continent are compounded by the situation of women. This, especially migrants and refugees, who are placed in a position of economic dependence and vulnerability, which leaves them no option but to remain eternal victims of their aggressors particularly employer. This, because the latter can at least provide them with a roof over their head, a meager salary, and food. Sexual and gender-based violence against women in general and particularly refugee women in developing counties is topical. Many issues perpetuate the item constantly about third world countries. One matter that is swept under the rug is violence in opposition to women. Sexual and gender-based violence opposed to women is multi-faceted in third-world countries. Some of the forms are rape, marital violence, sexual and gender-based violence, physical violence, etc.

Discussing these matters is approximately forbidden. Women's freedom is restricted. They are not able to voluntarily go to the police and report. It is perplexing for third world women to mention an act of violence to the police, on the grounds of being forsaken by their own family (which is one of the reasons why it is kept silent). Some females are subjected to violence before they are born. They even prefer to abort their unborn daughters, expecting for sons instead. In conclusion Sexual and gender-based violence against women and refugee women in developing countries is the crucial challenges of this epoch and violates their fundamental freedoms. It prevents women around the world from accomplishing their full potential and constitutes a barrier to the economic development of nations.

2.1.9 Extent of Sexual and gender-based violence against women in South Africa

Talking about a society requires us to be about it. It is a process for the researcher in social science. It is also perhaps a duty for the citizen of the world who interrogates and determines himself in front of a situation. In a case of remoteness and proximity, outsider and insider. It is probably necessary to choose an intermediate approach. A comprehensive approach, demonstrating the internal logic of society; a responsible approach, combining analysis and positioning, while clearly distinguishing them; an approach linking here and elsewhere to better understand both and inform a duty to act on both (Abeda,2010).

As such, South African society offers a particular field, a deformed mirror that questions what history, segregation, violence, on one side and the other side, reconciliation, project, responsibility, and effectiveness of political and civic action. On society for reconstruction from above and from the below. The history of this country and its space have been marked, in the strongest and most brutal sense of the term, by the imposition of systematic racial segregation wanted by the government, apartheid, but also by the resistance of a large part of the population to this project and the violence of this confrontation: a country banished from the nations, rightly stigmatized for its state racism (Mshebeki,2016).

After the transition of South Africa to democracy, the country was recognized in the eyes of the international community as a regional example of democracy over two decades. The South African constitutional framework is aligned to both international conventions. This was aimed at the protection and promotion of the rights of women. During this period, comprehensive self of government programs and civil society organizations (CSOs) have provided essential aid to women. Despite legal protections and interventions by state and non-state actors, South Africa continue to have experience the highest rate of violence in opposition to women (Mshebeki,2016).

According to statistics and various reports, South Africa has high rates, of femicide, rape, and sexual and gender-based violence. The South Africa Demographic and Health Survey, one in five women older than 18 experienced physical violence. Among poor households, these figures are higher as it was stated that in three women cases of physical violence (SADHS,2016). The homicide rate is five times higher than the global average. The medical research council study reported in 2010 with three daily deaths of women killed by their partner (MRC,2010).

Reports and estimates show that at least one woman in every three has been beaten, coerced into sex, or otherwise abused in her lifetime. This has become the basis for a clarion call to increase attempts to decrease sexual and gender-based violence worldwide (Abrahams et al. 2013). As a result, South Africa has high rates of extreme criminal violence or even ultraviolence. History can certainly be used to understand that South African society is imbued with violence as a mode of social relationship, and to highlight criminal violence takes over from political violence (Bendall, 2010).

There may also be a common phenomenon for other societies. However, in the early years of democratization, such analyses seem powerless to render an account, both of the magnitude and the paroxysms forms that this violence takes. South African violence is cruel, irreducible. The description of a recent fact, among many others, will capture the horror. In November 2001, Tshepang, a little girl aged 9 months was raped and sodomized by six men, from 24 to 66 years old. Tshepang was born after the rape of her mother and her grandmother was also a victim of rape (John, 2017). Tshepang has become an income of the South African society and her case is far from

exceptional. It focuses on particular forms of violence, symptomatic of this very large social fact

The horror of sexual and gender-based violence strike more particularly; the evil expressed there seems more absolute. Moreover, this violence involves both the foundations of society and its future. Violent women, when they survive, present long-term trauma. For these women, violence has taken place in the normal repertoire of human relations (Gass, J et al.2010). And all the more so since South African society, deeply violent, does not offer them an alternative and positive model. The resources of the country do not allow to offer all therapy and kidneys. Sexual and gender-based violence against women appears, classically, first within the family in the circle and relationships. More than 80% of women sexually assaulted know their abuser (parent, neighbor, teacher, work colleagues, employer) (Garcia et al.2013). The social structures that build women and insert them into society (family, school, work) are therefore the same ones that violently.

Depending on South Africa Human Rights Commission (SAHRC), gender-based violence rate is prevalent. Everyday three women die at the hands of their intimate partner in South Africa. Sexual offences against women increased from 31 665 in 2015/16 to 70 813 in 2017/18, which is an increase of 53% (SAHRC,2021). With respect to Commission for Gender Equality, South Africa is one of the most violent countries in the world. This, because of a high rate among all socioeconomic and racial groups. It turns out more among black and vulnerable classes (MCR,2010). Statistics shows that 31,1% of South African women were victims of forced sex. The figures shows that 77% in Limpopo, 51% in Gauteng, 45% Western Cap and, 36% in Kwazulu-Natal experienced some forms of Sexual and gender-based violence in their lifetime. The Centre for the Study of Violence and Reconciliation (CSV) conducted this study about Gender-Based Violence (GBV) with the aim of using the findings to inform its gender violence prevention initiatives in various communities (CSV,2016).

Since the outbreak of the Corona Virus Disease (COVID-19), gender-based violence have been worsened. The emerging data and reports have shown that all types of violence against women and girls (VAWG) have intensified in South Africa. Official reports show that within the first week of level 5 lockdown, South African Police

Services (SAPS) received 2,320 complaints of gender-based violence, with only 148 related charges made. These statistics represent a 37% increase from the weekly average of South African GBV cases reported (UNFPA, 2020).

In KwaZulu-Natal province, there have been numerous reports of complain that refugees and migrants are taking away their jobs. They are responsible for the high unemployment for South Africans. This led to a standoff erupted between foreign shop owners and locals in Durban on 14 April 2015. This led to high levels of intimidation and threats by the locals that foreign should go back to their home countries as they were taking their jobs (Memela,2018).

Refugee women and migrant women are mostly unskilled and undervalued work, such as domestic work. They often work in environments prone to physical and sexual violence, exploitation, abuse, non -payment or underpayment, which increase workplace abuse. Labor laws and standards do not protect them. Given the nature of most women's work, abuse increases without documentation and often goes unpunished (Mbiyozo, 2018).

2.1.10. The Refugee policies in South Africa

South Africa recognized gender-based persecution in terms of the refugee Act, No.130 of 1998. This Act uses the similar definition of the UNHCR and OAU for the definition of a refugee (Middleton, 2008). South Africa and UNHCR signed a memorandum accepting to allow refugees into the country in 1993. The MOU included the criteria for determining refugee status, their rights, and the foundation for refugee reception was established (Department of Home Affairs (DHA), 2013b). The 1951 UNHCR definition of refugee and its protocol of 1966 were incorporated in 1996 (DHA, 2013b). The refugee Act, No. 130 of 1998 was made on the recommendations of the 1997 green paper that was silent on gender issues (Dodson, 2001).

In South Africa, gender-based violence is recognized as a legitimate ground for asylum and protection. The Sout African Refugee Act, No. 130of 1998, in which gender-based violence integrated in the social group, it defines a social group as a class of people

of a particular gender, sexual orientation, vulnerable people, and disability. Gender-based violence has been incorporated into social groups as one of the valid grounds for the protection of refugees.

Many refugees in Africa faced acts of violence and are not protected by host governments. Sexual and gender-based violence must be seriously considered under the refugee Act No. 130 of 1998. The NCRA proposed guidelines in 1999 to consider gender-based violence as an underpinning for the protection of women refugee in the refugee Act No. 130 of 1998 (NCRA, 1999). These guidelines suggest that protection should be afforded to women who are facing gender-based violence in the following forms:

- Women who suffer from gender-based violence because of their beliefs, identity, and nationality.
- Women who experience violence because of marital or family relationships. This category often refers to political refugees. They are subjected to this violence to intimidate them or threaten their families' members.
- Women who are exposed to violence for gender grounds, are persecuted by citizens, and the State does not or cannot protect them.
- Women who experience violence due to customs and social conditions (precariousness of life, vulnerability) (NCRA, 1999; Valji et al. 2003; Middleton and Palmer, 2008).

2.1.11 Refugee's rights in South Africa

Over the past year, the rights of Refugees have been the center of discussions, debates, and mobilization as never before in post-apartheid South Africa. Refugees have rights as outlined in the refugees Act and the constitution. According to the refugee Act, No. 130 of 1998: a refugee has a right to enjoy full recognition of lawful protection which incorporates the rights confirmed in chapter 2 of the constitution" except the right to vote (Republic of South Africa, 1998e:10). The refugee has a right to: live in South Africa, receive refugee status, an identity document, and travel documents under section 30 of the Refugee Act. According to the Constitution: Chapter 2 of the constitution confers rights to refugees to the following protections, among which we can cite:

- Right to life
- Right to freedom and security
- Right to human dignity
- Right to equality
- Right to not be subject to servitude, slavery, and forced labor
- Right to privacy
- Right to freedom of expression and opinion
- Right to freedom of belief and religion
- Right to assembly, picket, petition, and demonstration
- Right to associate with NGOs, non-political organizations, and trade unions
- Right to freedom arbitrary arrest from detention
- Right to freedom of residence and movement
- Right to a clean environment
- Right to access to emergency and basic health care services, water, food, and social security
- Right to property and lease as well as other contracts
- Right to reach to primary, secondary, and tertiary education
- Right to freedom of occupation, trade, and profession
- Right to access to the courts and to be considered a person before the law
- Right to language and culture
- Right to access to information

Right to employment or be self-employed (Republic of South Africa, 1996c: 1247-59).

PART TWO: THEORETICAL FRAMEWORK

2.2 Introduction

There is no specific theory which can sufficiently provide an explanation to the reality of an event in all its complex aspects. The schematization of a phenomenon as well as the simplification, and abstract communication of certain fundamental aspects, constitutes any theory (Monette et al. 2011). It indicates that the theory entails the arrangement of phenomena and the activity of choosing data which is never neutral. This configuration of theory is conditioned by various factors, such as the particular

interest, and unconscious of the researcher for the conception of knowledge. The socio-cultural context in which the research and the methodology used are important.

There are various theories that can be used to provide an explanation for gender-based violence among the refugee. However, in this study, two theories which are, the theory of causation and prevention are used. The former explains the causes, the reasons for gender-based violence against refugee women. The latter explains how violence against refugee women can be prevented. There are different conceptual definitions of the concept theory which are worth mentioning before embarking on the interpretation and relevance of both theories for the study.

According to Zikmund (2012), theory constitutes is a philosophical in both nature language and it can be used as a model to predict future events. It is an observance tool that can be used to provide expertise or experiential observation using the persuasive common principle or body of principles recommended. The concept "theory" has broad meanings: it can either be an idea or a hypothesis. Scientifically, theory entails the collection of presuppositions, laws, and models to formulate a comprehensive explanation of a phenomenon (Zikmund,2012).

For example, the geocentric theory of the solar system has as its presupposition that the earth cannot move. The stars circulate at a constant speed and in circular orbits. It includes laws (mathematical calculations of geometry) to provide an explanation to the position and movement of the stars. It also includes a model (sphere circulating the earth in circular orbits). Scientific theories are provisional. They may change in the future in the Light of New Observations or New Interpretations of Existing Observations. As a result, there may be several theories though some may provide contradictory explanation of a single phenomenon. Nevertheless, the scientific community manages to accept a theory based on certain criteria (Fox, 2007).

2.2.1 Criteria for evaluating a Theory

The use of the evaluation of the theory constitutes a framework of reference for the researcher. This concerning the choice of theory to be applied in the scientific research. The following evaluation criteria was used to assess the relevance and signification of theory. This following criterion is not exhaustive, but provides a useful yardstick:

- Precision: a theory must explain the experimental observations.
- Simplicity: a theory must explain the phenomenon clearly and clearly.
- Explanatory power: a theory must explain phenomena without contradicting or contradicting other commonly accepted theories. It must predate new behaviors. The explanations go beyond observations and laws.

At first glance, precision seems to be the most important criterion to evaluation of a theory. However, if an evaluation is done on competing theories, these, criteria is vital and necessary though not sufficient. This for choosing which is more significant over the other. An example of the geocentric theory of Nicolas Copernicus proposed by Ptolemies and was accepted for more than a thousand years by the scientific community. According to this theory; the land is fixed and at the center of the universe. According to him, the planets, the moon, and the sun rotate around the earth on solid and transparent spheres in the subsequent arrangement: the moon, Mercury, Venus, Sun, Mars, Jupiter, and Saturn. The retrograde movement of planets is a phenomenon that was poorly explained by this theory.

Later, the heliocentric theory of Aristarchus de Samos Greek philosopher indicated that the movement of celestial bodies can be explained with reference to this theory. His theory was no more accurate than Ptolemies. It was simpler because it contains fewer epicycles than Ptolemies'. It also allows us to predict the existence of the phases of Venus, a phenomenon that was only discovered 50 years later. So, this will confer a certain explanatory power on it. This was a criterion of how the scientific community assessing the reliability or non-reliability of a scientific theory. (Berberoglu, 2005). The salient question is, theory in scientific research?

2.2.2. Importance of the theory in the Research

The theory is significant for research and without it, the research may fall into the "black hole" of scientific research (Monette et al. 2011). Research allows us to answer one of the fundamental questions such as, why, what or how. Nonetheless, with the absence of the theory on the phenomenon proposes, it can be exceedingly hard to try to demonstrate what we are trying to investigate. Research often leads one to new terrain with host of complexities and theory is important as it serve as compass and assist one to experience and data collection (Smith et al.2009). It provides the platform and basis on what to look for and how. In the absence of theory, there is no proper guidance of where one is heading, thus theory serves as is the foundation and guidance for research. Theory also used for relevant data, data interpretation and an explanation of the causes (Zikmund,2012).

Theory provides an explanation for complex and perceivable conceptual understanding of things that cannot be counted. This is on how organizations operate, how societies work, why people interact in different ways. It provides researchers with various" lenses". How to interpret difficult or complex problems and challenges. It centralizes and diversify various appearances of the data and furnishing a context into which to direct their analysis (Finkel and Eastwick,2017). Finally, it provides us with the ability on how scientific discovery needs to evaluated and on how knowledge is developed. Research assists one to development of the new knowledge to the theory (Deacon et al. 2007). As part of our study, we use two theories: the theory of intersectionality and the theory of prevention. Get started with the first:

2.2.3. Theory of Causation

Before specifically taking an interest in the causation theory, it important to provide an explanation on the place that the cause *occupies in a phenomenon or problem*. It can be argued that without exaggeration that the notion of "cause" plays an important role traditionally, as role comparable to that which it plays in science. It constitutes, if not an explicit theme of research (which it is also regularly), at least (which is more fundamental) a touchstone of the causal explanation for understanding of an event:

nothing can either arise or become intelligible without causes, whatever the circumstances can be in determining them. The explanation of the phenomena is producing the cause or causes of its appearance and effect. The cause is such that, when it is laid, the effect ensues; when it is taken off, the effect is taken off too (Beebe et al.2017). It is evident that science and philosophy share an attachment to and a responsibility towards the relationship of the cause as a category or is rooted in their common pretension to science (Edgington, D,2004).

The theory of causation is defined as a genetic link of an event by which a thing (the cause) under certain conditions gives rise to something else (effect). The theory alludes to the relationship between cause and effect. This means that, each cause necessarily produces some effect. Thus, without cause, it is not possible to understand the effects, or it is the existence of a cause that makes the damage probable, and each phenomenon always has a causal link or a generating fact without which this phenomenon would not go not exist.

Further, the theory is applicable to matters of violence as it is at the center of all fields because to know is to know the cause. This is essential when undertaking study on violence to identify the causes and to specify the appropriate intervention measures to alleviate this situation. Scientifically, claiming to solve a problem is only feasible when you know its source, its origins, or its roots which are nothing other than the cause. This study was based on experimental observation and one of the main concerns was the cause, in particular, because the researcher had an interaction with the participants based on their effects and their history. This was because she was eager to find a way to remedy it. The theory is useful as it provides sufficient information to point out possible solutions (Deacon et al. 2007).

The theory can be defined as an approach that believes that if one understands the cause of a problem or a phenomenon, it is already half resolved (Beebe et al.2017). This theory provides us with an analytical framework to understand why refugee women were subjected to violence in the workplace, it identifies a vulnerability, the precariousness of refugee status as being factors that are the basis of violence experienced by refugee women at various occupational places. Copley (2014) indicates that the color remains the major cause of abuse of refugee women. She

provides an important insight that most of the refugee women who experience this violence were refugee women of color (African). Significantly an intersectional view of this situation shows that African refugee women were more penalized, oppressed, and mistreated compared to other refugees. This was more exceptional in the circumstances of refugees living in South Africa (Copley, 2014).

Causation theory is applicable to the primary issues around violence or for the causal attribution to some factors which can either be social, environmental, and political factors (Olson, 1994). This means that causation and effectuation are integral parts of human thinking and can occur simultaneously with action. The theory of causation does not only explain the phenomenon of sexual and gender-based violence but furnishes also a clear implication for replies and interventions by theorists and policy-makers. This theory is critical in the sense and is widely utilized in research and policy around "various expressions/understandings of interpersonal, institutional, cultural and structural violence in human society" (Bernasco et al. 2013).

Causal theory has provided a more concise understanding on the cause of the problem or a phenomenon, it makes a vital contribution for the study by enhancing understanding over the causes of violence perpetrated against refugee women. It also assists in providing possible solutions on the prevention of violence as an understanding of the root causes is vital. Research shows that the main cases of violence are often worsened by precarious living conditions of refugees. This information is important as it gives one about the possible solutions to prevent violence against women refugees in the workplace. According to Aristotelian philosophy; the causation theory provides explanations or answers to a 'why question and for this study the theory provides a yardstick for answering the question of why violence is prevalent against refugee women in the workplace?' (Copley, 2014).

2.2.4. Types of Causes

The two types of causal theory are intrinsic and extrinsic causes

Intrinsic causes: are prevalent and often remain as long as the problem continues to exist in societies. Hence, its emphasis on the inter proposition which means "from the inside". In this case the problem is permanent as long as the cause are permanent,

and it disappears when the cause ceases to exist (Bernasco et al. 2013). Compared to the above, ninety percent of refugee women are victims of violence in the workplace because of their vulnerability. As long as this vulnerability exists, refugee women are in the long term likely to be victims of violence, and the case in point, the female refugees living in South Africa are confronted with a precarious life. The lack of housing is also one of their issues, and the limited access to employment. All these parameters make them more vulnerable.

Extrinsic causes: by intrinsic cause is understood as being the reasons which are at the base of a given phenomenon, which reasons are external to the event. Hence the extra proposal means "outside." The problem, therefore, continues to exist even if the person who made it died or if the object loses its reason to be. This theory has certain advantages and disadvantages

2.2.5 Advantages

The advantages of causal theory are outline below and it should be high lightened and assists in providing an explanation on the primary causes of a problem and identifies its root causes. Its Helps to identify and consider all realizable causes of this phenomenon, rather than those that are most evident, facilitates to identify the roots of the cause of an issue or the attribute quality in a methodical way, strengthens participants and uses their ability of the process, Helps to concentrate on the reasons of the problem sans resorting to unsuccessful criticism also discussion, Augments knowledge of the procedure through assisting everybody to better understand the factors involved also the way they are related, Establishes zones for further research or there is a lack of adequate information (Copley, 2014). Despite its advantages, this theory also has its drawbacks and was also the subject of criticism by other scientists.

2.2.6. Disadvantages

As any theory, the theory of causation also has its disadvantages among which we find: the possibility of leading to an injustice, for example by dismissing the cause of a phenomenon on the sole ground that this cause does not have a preponderant role in the realization of this event. The adequate cause of the phenomenon is often determined by the choice of the objective criterion among all the facts which contributed to this issue. It is also difficult to draw conclusions when a phenomenon is

the result of several causes and sometimes difficult to recognize its true cause (Copley, 2014).

2.2.7 Critiques of the theory of Causation

It would be in vain to pretend to solve all the problems by applying the causation theory in a system. There is no theory which is immune from criticism. This is because they are exposed to common sense in the presence of a borderline case that makes their respective imperfections appear in full light (Copley, 2014).

This theory leads one to retrospectively come to level predictability of the accident with each cause. But when we place ourselves on the forecast field, we are already very close to the fault. It is therefore questionable whether the material problem of the cause is not falsely resolved by the sheer search for a particular quality of fault (Beebe, and Menzies 2019). After knowing the causes of the problem, the next step is to know how to prevent such a scourge.

2.2.8 Theory of Prevention

Research shows that there has been an increase in the occurrence of cases of assault which is worrisome. Violence affects the lives and disrupts the livelihoods of citizens by infiltrating all aspects of daily life in recent decades. It is thus no longer safe-to escape this scourge which is prevalent. Even the professional places have become an insecure zone for women. The prevention of violence at workplace needs to be addressed in a similar fashion. There is no workplace is immune to this ever, increasing issue. A Centers for Disease Control (1993) Alert suggested researchers and employers take certain essential measures to avoid violence. These were the rapid development and accomplishment of prevention strategies and the continuation of investigations into workplace violence. Here employers must set up a project team to infuse a dynamic in favor of gender equality, non-discrimination, and professional equality.

Women in work are in a strategic position for the implementation of security measures; because in her position she is an essential trump card for development. Workers and management bear the responsibility to protect the company's profits while defending

the employee in a personal way. Women should be part and parcel at various stages to prevent violence. The primary role should be providing guidance, promoting and disseminating information on workplace violence.

Prevention theory focus is on decreasing the rate of interpersonal violence. This through tackling personal behavior and social standard that encourage the violence practice like a solution to the trouble. It postulates for the establishment of training programs to promote the respect for the right of all people, in any place and in any occasion, to the safety of his person, as well as protection from sexual assault. (Olson,1994).

The theory of prevention emphasis on the intervention calls for praiseworthy, acknowledgment and, rapid intervention to avert negative consequences. It postulates for a non-violent resolution of conflicts. Its primary emphasis is also on reduction of adverse impacts through implementation of appropriate, non-discriminatory, legal measures to facilitate the deposition and review of sexual violence complaints, prosecution of investigators. Lastly, it advocates for the appropriate disciplinary measures adapted to abuse of power causing sexual violence. (Bry,1998). In terms of non-violence, its direction is based on the following set of measures:

2.2.9 Primary Prevention

It emphasizes the importance on the attention to the problem before completion of the incident. Women in a strategic position in workplace are influential positions, they can design a corporate policy to prevent violence, and then get the full commitment from management to make this program successful. Some of these effective steps are screening candidates to verify their suitability, instruct supervisors and managers to recognize violence, and facilitating the peaceful proposition of conflicts. Pre-scheduling of imminent layoffs or cuts also reduces employer violence should ensure a fair layoff procedure, a reasonable continuation of benefits such as medical care in the event of physical violence (Kinney, 1993).

According to Jeffery's Environmental Design Theory of Crime Prevention developed (1977); environmental attention forms part of the primary prevention. This approach has proven is effective in the workplace. Workplaces are designed to significantly minimize the possibilities of acts of abuse. This is through natural observations,

different forms of surveillance, and territoriality. There is also reliance on interior and exterior lighting, and video camera. Accessibility beyond the working hours controlled through the use of an active entrance by a checker. Territoriality is active when the cash register and the clerk are trademarked. These stages constitute a strong and clear message of non-tolerance to potential perpetrators of violence.

According to the UNHCR (2003), the theory of primary prevention in the zone of violence suffered by women in refugees is crucial. Violence against refugee women is traceable from the social norms and the racial discrimination. As the result of the devastating effect that violence on female refugees, efforts passed have principally concentrated on the replies and services intended for rescues. Nonetheless, the most effective way to eliminate and prevent such violence against women in refugees is prevention. It consists of the following strategies educating, developing programs, and disseminating notes against violence against refugees (UNHCR, 2003).

It is fundamental to educate on the best prevention mechanism. Thus, the prevention of violence before it even occurs is by attacking its roots and its structural causes. Prevention efforts should begin at an early age, and the education of boys and girls should be emphasized to instill in them a sense of respect, gender equality, and non-discrimination. Working with young people is the most effective way to ensure rapid and continuous progress in preventing and eliminating violence faced by female refugees. There is also the promotion of the rights of female refugees via the dissemination of recommendations on the protection of women refugees and their applications, in close joint action with refugees in every sector of refugee program; and also, a wide-circulation publication and dissemination of UNHCR notes on aspects of sexual violence against refugees.

The prevention theory aims to prevent violence against refugee women through the implementation of innovative actions to combat gender stereotypes. It is about raising awareness and mobilizing local actors for efforts to combat the training of inequality and conduct promoting gender-based violence.

2.2.10 Secondary Prevention

Secondary prevention calls for the early recognition and rapid intervention. It postulates that women in the workplace need work together with employers to

hierarchize their workplaces based on danger and also deal first with those who present the topmost danger, such as women refugees. (Campbell et al.1993).

2.2.11 Tertiary Prevention

The tertiary prevention focus is on the minimization of harmful consequences after an act of abuse, as administered to the violence suffered by women in the professional environment. Some aspects of the environment could be changed in order to reduce the danger of a potential accident through analysis post-incident. Psychological assistance and assurance of management's commitment and determination are useful for preventing furry violence are also essential (Whitaker,2009). The support from other women colleagues, especially the natives of the country is also important for the prevention of violence and a safe workplace. The tertiary prevention is also important area and receives more attention, as rates of workplace violence and non-fatal occupational diseases resulting from violence are high

This theory is necessary because the main object of the study is on the prevention violence faced by female refugee by significantly reducing the rate of violence which is even the primary goal of this theory. It useful because for the prevention violence in the workplace can lead to physical, psychological and social health and on the security of workers and refugee women in particular. The theory advocates for the prevention of violence against refugee women with a preventative attitude. It allows us to take some anticipatory steps to reduce or prevent violence in the workplace (Bry,1998). Furthermore, preventative theory encourages employees to report any form of violent incidents and provides employees with an opportunity to create a working space which free from of all form of discrimination and exploitation.

2.2.12 Conclusion Chapter 2

Sexual and gender-based violence constitutes the broad-spectrum global scourge that shakes every nation. It necessitates multifaceted efforts to reduce it, in addition to the empowerment and protection of women. This violence is even worse for some categories of vulnerable women such as female refugees. This chapter has demonstrated that sexual and gender-based violence faced by refugee women is far-

reaching, especially in professional settings. Gender-based violence has been the subject of research by many researchers. This is because their research shows that gender-based violence has adverse impacts on females as well as their environment.

Gender and sexual violence against refugee women are widespread in the workplace. This violence has harmful consequences on women and the economy of the nation. South African laws and constitutions have remained at the level of rhetoric when it comes to vulnerable groups (Maharaj, 2009c). The South African government remains confronted with numerous challenges to formulate and implement effective policies which correctly protect refugee women and also ban all forms of discrimination in the workplace.

A definition and explanation of theoretical framework was provided. An explanation was made on how the theories of causation and prevention could significantly reduce and prevent the magnitude of a phenomenon. The synthesis of these theories is that, when the cause of the problem is known, it can be half-prevented. Causation and prevention theories are paramount for the study. They provide concrete guidance on the causes of violence against refugee women, and propose preventive approaches to combat the problem. This were key insights on how to combat the scourge of sexual and gender-based violence against female refugee who reside in Durban

CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the research methodology used in this project. This includes sampling techniques, data collection methods, and data analyses in accordance with the goals of the study as underline (outlined, summarized) in chapter 1 section four. Brinkmann et al (2014). defined research methodology as the process which is used to specify and link the nature of the study using certain methods or guidelines to administer the required information.

This study adopted qualitative research methods. The justification for using these methods is provided as well as the advantages of such approaches. This chapter furnishes an outline for the research design, data collection in conjunction with secondary and primary data analysis. The interviews with key organizations and individuals are also involved in sexual and gender-based violence programs. It debates the validity and reliability of the data collected while emphasizing ethical considerations.

3.2 Research Design

Before going into the depth of this section, we need to understand what research design is and what it is not. We need to realize where design matches within the set research to finally analyzing and reporting data. Research design constitutes a structure or scheme for directing a research project. It describes the essential process for obtaining the details needed to figure out research issues. In simple words, it is the common plan of how the research is conducted (Denzin, and Lincoln,2000)

The research design also alludes to the global plan exploited to carry out research that defines a brief and logical plan to address research questions through the explanation, discussion, analysis, and collection of data. It is about a prior planning of the methods to be accepted for collection the pertinent data and the approach to be used for their analysis. This method made easy the smooth of the various research questions. Consequently, makes the research as efficient as possible. It yields maximal information with minimal expenditure of money and time (Creswell and Plano,2007)

Research design has a substantial effect on the trustworthiness of the result found. It thus acts as a solid basis for all research, it is needful for the project, because it guides:

The research in the right direction

Helps to get maximum efficiency and reliability

Eliminates bias and marginal errors

Minimizes wastage of time

Helps the researcher to prepare himself to research a proper and a systematic way

Brings satisfaction and trust, from the beginning the research project, accompanied with a feeling of success (Yeasmin and Rahman,2012: 155).

In this section, the researcher describes the approaches employed to critically address each research objectives discerned. This section provides details about, primary and secondary research techniques, data analysis, study sample as well as challenges faced in these stages. This study adopted qualitative research to explore and prevent the scope of sexual and gender-based violence faced by refugee women at the workplace. This method has been explained in many ways and through different authors (Susan and DeFranzo,2011).

As mentioned by Susan and DeFranzo (2011): the qualitative method is a scientific method that focuses on the subjective understanding of lived experience. This method helps to gain a deeper comprehension of the underlying motive, argument into the issue or assists to improve ideas or hypotheses.

The qualitative method is equally described as a market research method that concentrates on getting input through open-ended and conversational communication. This technique represents not merely what people think, but likewise why they think so (Creswel,2017).

Qualitative approach seeks to have knowledge on how people choose to live their lives, the meaning they give to their experiences, and the feelings they feel about their conditions.

The methodology research can be understood as the plan or architectural design by which the researcher specifies, collect, test, interpret data and analyze information about a topic (Glenn,2009).

This method can also mean a strategy that localizes on collecting data and research and analyzing such data through the use of words (Bryman,2012).

The proposed study has adopted this approach because the researcher is going to explore the experience of refugee women in the workplace in South Africa. This implies that they explain the different forms of violence they experience in the workplace. Their thoughts, and feelings are also explained. The qualitative methodology furnishes gear of complex events to the researcher within their contexts. It becomes a valuable approach for many sciences research to develop theory and evaluate programs, while this approach is administered correctly.

The aim of using this methodology is to conduct the researcher in identifying the key elements for designing and implementing qualitative study research projects. An abstract of the types of case study designs is provided along with general suggestions. This, for the redaction of the research questions, determination of the case under study, developing propositions, binding the case, and a discussion of data sources. This method allows simple exploitation of individuals or organizations. This, via the complexity of interventions, communities, relationship or programs and supports the deconstruction and the subsequent reconstruction of various phenomena through the researcher (Yin,2003).

It also allows the researcher to understand why women refugees are victims of violence in the workplace. It assesses the extent of such violence. This means that with this method, the research is looking for information to try to improve the working conditions of refugee women. This approach was helpful because it allows to collect detailed data. This, gives a better comprehension of the perspectives of the respondents; that is why the researcher considers and found this approach the most appropriate.

3.3 Data Collection Methods

This section sets out to explain what data collection, primary and secondary data are. Explore the preeminent ways that are exploited to gather primary data and to debate the essence of the data collected. The goals of this method are to provide a basic understanding of the techniques and methods that were used when data were collected

Data collection is a procedure by which the researcher gathers the information through every pertinent source to discover answers to the research issue, by trying to evaluate

the outcomes (John, 2018). This technique is described as the process of exploring, evaluating and collecting specific visions for research. This employing standard validated approaches. The hypothesis for the researcher may be evaluated based on data collection. Data collection is the primordial and the most dominant step for research in most cases and any field of research (Glenn,2009).

Data collection also includes the systematic approach of gathering and evaluating information through a variety of sources. This, to procure a complete and specific view of a zone of interest. Collecting data permit an individual or business to respond to the appropriate questions, assess findings, and better provide future possibilities and trends. This technique is used to allow the researcher to collect detailed data, that allows for a better apprehension of the experiences and outlook of the contributors through interviews. These interviews were in the form of semi-structured consisting of open-ended questions. The reason for these interviews is for the researcher to bring together data relating to the topic and research questions in a manner that is flexible, clear, and detailed (Bryman,2012).

3.3.1 Primary Data collection Methods

This method constitutes the data that is collected through research from first-hand sources. This, employing techniques as experiments, surveys, or interviews. This data is gathered with the research project wit, immediately via primary sources. The word is used in contrast with the word secondary data (Lodico,2010)

It is a process of recording, collecting data, and interpretation of oral testimonies and individuals' histories (Ojermark, 2007). This approach allows participants to provide historical perspectives. It allows the researcher to understand how and why events and experiences were developed regarding specific issues (Payne and Payne,2004). This approach presents several advantages in refugee studies. It allows the researcher to capture the richness of refugees' experience while highlighting serious problems. It can help the researcher to understand refugees 'trauma and its impact; as some recordings may be cathartic (Powles, 2004). The main data collection strategies were in-depth interviews and life history methods. Primary data was collected in the first half of 2021. The interviews face to face involved 15 women volunteers was conducted at the places and times convenient to the participants.

Interview lasted for approximately thirty to forty minutes (30-40 minutes) with each participant. Researcher use audio recorder to conduct face to face interviews. This is a method of qualitative research in which the researcher asks open-ended questions orally and records the respondents' answers (Sarah and Burkard, 2009).

Researcher recorded the interviews using a digital recorder after obtaining permission from the respondents. A digital recorder is useful for data collection: it enabled me to collect general amounts of data not only by questioning and listening but also by observing non-verbal cues from my respondents. It is important to note that before recording during the interview I presented to them the informed consent forms, and I explained to them the importance of research recording for the purposes of transcription. When they agreed, they signed the form and their views were recorded. In addition, interviews were conducted with three leaders who are involved in assisting or advising refugee women who experience sexual and gender-based violence, such as leaders from Catholic Archdiocese, Lawyers for Human Rights and Refugee Social Services.

a) Interview with refugee women

To obtain information, perceptions, and opinions; private face-to-face interviews were conducted. The interview guide allowed open responses. Interviews with refugee women were not structured, the life history method allowed participants to provide information in their own words. According to Ojermark (2007), a life history method is an approach that is used to learn more about individual experiences. The life cycle method is promoted as a resource for faithfully retrieving richly nuanced details from respondents' own stories (Weinberg; 2002: 75). It is very useful for understanding the experiences and perspectives of individuals in their quotidian lives. It helps to understand what they consider necessary, and how to interpret events they have experienced, are experiencing, and will experience (Ojermark, 2007: 1).

The life story method seemed to us to be particularly suited to our problem. This allowed us to better identify and understand the daily life of refugee women in the workplace. This, by inviting them to relate the story of their life at the workplace. We were able to collect particularly delicate testimonies and explicit and significant data.

Through life stories, we were able to collect statistical data showing the extent of sexual and gender-based violence suffered by refugee women in the workplace.

This technique has several advantages in the context of refugee studies. It allows the researcher to grasp the basis or the basis of refugee experiences while highlighting major problems. The researcher can discover gaps in the knowledge of refugees and can provide the means to empower vulnerable people. This approach helps the researcher to understand certain trauma that refugees can have and their impact on their lives (Powles, 2004).

This approach also has certain disadvantages in the sense that the researcher does not control the interviews. The participants speak for themselves and say what they want without being annoying (Lewis, 2008). In this study, participants were free to recount their experiences. To say what they wanted. For the researcher, she had to make a delicate decision on what concerns the study. According to Lewis (2008), analyzing and transcribing the data collection using the life history technique is difficult. It also takes time. Concerning this project, the researcher was able to listen to audio recordings to engage well into the subject.

b) Translation and Recording

In this study, four languages were used during interviews with women refugees. English for Zimbabwean women, Swahili and French for Burundian women, Lingala, Swahili, and French for Congolese women. The interpreters were not at all needed because the researcher has a good knowledge of these four languages. Data collected using the life history technique were recorded, of course, with the permission of the responders.

Many of the women refugees preferred to speak their mother tongues because they felt comfortable. They could give all possible precisions. They had a lot to tell, which would have complicated the understanding and caused the little forgetfulness of certain key elements if they were not recorded. The tapes were recorded as a reminder and also for the best understanding of the information. The refugee women were free to recount their individual experiences without disruption thanks to the recording. Others felt comfortable talking because they said, writing takes a lot of effort. Thanks

to the recording, the experiences of violence by refugee women were transcribed easily and clearly.

c) Interview with officials

In-depth interviews were also administered to three officials dealing with refugees, LHR, Catholic Archdiocese and Refugee Social Services. According to Hennick et al. (2011), interviews face facing defined in a profound way as an excellent method for collecting sensitive individuals' insights, perspectives, stories, and experiences. These in-depth interviews are conducted in a conversation format, on a one-on-one. This allows concerned people to discuss specific issues in-depth (Hennick et al. 2011). These interviews used semi-structural questions. According to Denzin and Lincoln (2000), these questions provided the open framework that allowed two-way communication and attentive conversations. These semi-structural questions begin with the questions of the study. They are efficient and practical by acquiring the information via responders. They expressing their opinions, behaviors, and experiences (Marshall and Rossman, 2011). This approach allows us to have in-depth information on violence faced by women in the care of refugees and the role to respond to their needs (Duploop and Coll, 2014). These types of interviews take a long time when detailed information is required

3.3.2 Secondary Data

Secondary data is data gathered coming from surveys, experiments, or studies that have been run by someone else or for another research. For example, researching the internet, newspaper, articles, and company reports. The public sources of secondary data concerning social science encompass information, censuses obtained through organizational records, departments, government and data that was originally collected for other research objectives. To better understand the subject of the project, a literature review was carried out. antecedent case studies were exploited to understand experiences of sexual and gender-based violence (SGBV) against refugees at the workplace. In this research, secondary data was made up of revenues and books, publications, articles, and policy documents.

3.4 Sampling Methods

This survey relied on the non-probabilistic sampling method. By this method, we mean a technique that consists in choosing the sample, not from a random drawing, yet based on the thoughtful selection of individuals as reported by the defined rules (Du Ploop-Cilliers et al., 2014). The goal was to obtain a research sample that would enable the researcher to increase a deep understanding of the subject. This non-probabilistic method is utilized while it is impossible to access the whole population (Babbie, 2011). This was precisely the situation in this research, where access to working refugee women was not easy.

This study used the snowball sampling technique. Snowball sampling is a type of chain sampling. It asks sampled people to suggest other participants with similar characteristics (Martella et al. 2013, p 307). In this method, the researcher selects the scarce sample using networks (Denzin and Lincoln, 2000). Participants that have been interviewed directly by the researcher, led to other people who they think can furnish relevant information. The snowball sampling technique allows the researcher to use contacts developed over time that provide the names of people with similar experiences.

This technique was chosen because the researcher knew only a few migrants and refugee women were patients like her when they were operated on together. The other she is a nurse in the same hospital. As such those few referred the researcher to others. The sample participants are easily accessible, which is convenient for research. The snowball technique is often used to identify hidden populations, which may be hard to access. The snowball technique was very useful in this study because some refugee women did not want to talk and share their experiences. The English talk which is one of the departments that operates in the Catholic Archdiocese also referred the researcher to other women that attained the study criteria. The researcher selected participants based the purpose of the study. The purposive sampling method ensures that every participant fits the population parameters of the study, and is able assist with the research (Du Ploop-Cilliers et al., 2014). Officials from LHR, RSS and Catholic Archdiocese were chosen using purposive sampling methods.

3.5 Sample population and size

The population sample was made up of 15 refugee women, married, divorced, separated, and single aged between 20-60 from Africa countries who work in different sectors. The refugee women interviewed came from Zimbabwe, Burundi, and the Democratic Republic of Congo. These African states were chosen freely, because of the high number of refugees living in Durban. While central criteria are to be a woman from the three countries, their occupation played also an important role. This means participants were selected because of their own experiences in the workplace.

Respondents in this study were identified through Catholic Archdiocese. This Church was selected because of the large number of women refugees among workers. As participation was voluntary, the number of participants from Catholic Archdiocese of Durban Refugee was determined by the availability and willingness of the participant. As already mentioned, participants in all categories were chosen based on the criteria above and because they could provide richness to the study: firstly, because they all refugees, secondly, because they are workers. This study is about violence at the workplace, therefore those with firsthand experienced mainly those working was provided important information to this study.

3.6 Data Analysis

Data analysis relates to an examination of what has been collected in a survey or experiment and establish deductions and conclusions. that implies selecting, classifying, likening, synthesizing, perform and interpreting the information gathered to supply explanations of the simple event of interest (Kambo and Tromp,2006).

Concerning data analysis, Chenail stated that one of the greatest challenges of the qualitative data path is to determine which part of data represents a significant unit to analyze (Chenail, 2012). According to this version, we have followed Lodica et al. (2010) who advise qualitative researchers to prepare and arrange datum, to revise and probe them into categories, to structure thick descriptions, build them, then interpret the data using content and speech analysis.

Bryman (2012) also suggests that data analysis occurs in parallel with data collection and involve the reading and re-reading of raw material and in the process identifying, developing, and coding themes that arrange the data in an organized fashion. In this study, the citations were selected to furnish a better understanding of the experiences of the participants during data analysis.

According to Bernard and Ryan (2010), the citations are chosen through reading several times interviews transcribed by the of the researcher. Quotes are made from whatsoever interesting in the text and able to explain the phenomena pertinent to the study. Special citations have been selected for analysis in this study. The researcher was able to read the transcripts of the interviews diverse times to be able to select quotations that elucidate and are pertinent to the themes of the project. For reasons of confidentiality and anonymity, pseudonyms were used to refer to quotes from the interviews. These themes have been improved to get hold of the fundamental content or quintessence of the experiences of refugees. The themes assist to construct how life experiences and stories are told (Phoenix, 2008:67).

The procedures below were used in this study to develop the themes:

- The researcher had to focus on reading to familiarize himself with the content of the data
- The coding unit to be analyzed by the researcher
- All the cases have been coded
- All the essential data have been merged under the same analysis theme
- The themes were explored and analyzed to determine whether they told a compelling story or experience
- The themes were well defined and received each title
- The themes have also been examined for reliability reasons.

This is the approach the researcher undertook to analyze data in this study. This approach is critical because words and expressions provide the meaning of language (Crowe,2005, p.56).

Data analysis is used in all fields when data are too numerous to be understood by the human mind. And as part of my study, I used this technique to record some data in notebooks because the human mind cannot remember everything. This technique also allowed me to identify the victims, their demands, their expectations, and their

feelings through their behavior and also helped me how to manage the emotional cases among the victims.

3.7 Validity and Credibility

To examine the credibility of the instrument a standardized data collection was used. This study required the personal collection of data, the obtaining the research sample was difficult. And to evolve well with the interviews, it was necessary to gain the trust of the participants, which was not so easy and could not be acquired in one day. As a result, the researcher had studied English classes for refugees. She spent 12 months working for refugees in one of the Departments of the Catholic Archdiocese and over time a relationship of trust was established.

Concerning the validity of the content of the questions, has been ensured through a broad process of review of the literature and also has a process of consultation with experts in the field. This questionnaire was distributed to experts in the field for comment to ensure the validity of the content of the so-called questionnaire.

There was also the use of a pilot study, which first tested the apparent validity of the questionnaire to determine whether the questions applied to women refugee workers in South Africa. The data were collected on two sites (Catholic Archdiocese of Durban and English talk). Both were selected because of many of the working women refugees they contain.

Following the pilot study, the data collected allowed to have precision on the information searched. For example, women refugees are victims in their workplace because of their double vulnerability, as a woman and as a refugee. This study made it possible to become aware of the difficulties of the search for investigations and the setting up of interviews with the participants. To improve credibility, a clear set of issues has been developed to help determine the outcome of sexual violence then the types of sexual and gender-based violence.

3.8. Ethical consideration

Ethics is critical in any form of academic endeavor. Hence this study had taken precautionary measures to make sure no harm to the participants. Participants must

be provided with an informed consent form where their rights to withdraw and confidentiality are guaranteed. Understandably, a study of this nature may provoke emotion and trauma. In the event of trauma, these participants were referred to counseling services available to refugees. An ethical clearance certificate was also obtained.

3.8.1. Informed consent

This letter stated that it was very necessary to inform participants about the nature of the study. Participants should be aware of what they are being asked to do and be informed of potential negative impacts. Participants received detailed information on the character of the research in this study. The primary aim of recording the interview was clarified to the responders and their authorization was requested beforehand. Consent was organized as follows:

i) Voluntary participation

Participation in a study must be voluntary (Charlotte and Lindsay, 2002). The participation of the respondents in this study has not been a constraint. Participants had the choice of deciding whether or not to be a part of it. Concerning the participation of refugees in a study, it is necessary to ask them if they are prepared to share their personal experiences. The researcher should not compel them to do so (Powles, 2004). In this study, it was asked beforehand of women refugees if there were subjects that were out of bounds and taboo problems that they were not comfortable to share, long before the beginning of the interview.

ii) Potential for Harm and Freedom to withdraw

The subject of this research is one of the most sensitive studies. It was very fundamental that the researcher ensured that the participants were not harmed, providing information that could embarrass or endanger them (Ensign,2003).

Speaking of their experiences, some refugees may experience physical, emotional, and psychological prejudices. Hence the importance for the researcher to anticipate how refugees could be harmed and come to remedy them. Take, for example, refugee women who experienced sexual violence nor sexual harassment. We must take into

account that these women would be emotional hurt and offer them support by recommending them to specialists in the field for advice. As a result, the researcher contacted a social assistance worker who was ready to help victims in case of necessity. This social worker was contacted as a prevention measure. This, in case if some refugee women were emotionally, physically, and psychologically upset, they received appropriate support. The remainder of the right of participants not to answer questions with which they were uncomfortable was made. These participants also had the right to engage in the question-and-answer session at any time if they wished to

iii) Anonymity and Confidentiality

It is essential to respect the privacy, the anonymity of the participants at all times given the degree of sensitivity of the study. In the review of this study, pseudonyms were used when referring to the interviews. The information provided by the participants has not been passed on to anyone else and solely be used strictly for academic purposes. All information assembled will be destroyed after five years. They will be stored on the research laptop, the password of which is known only to the researcher.

3.9 Conclusion

This chapter presented the methodological background of the research. It used the qualitative approach to take into account the salient points and questions of the research. It includes in-depth personal interviews to collect data, the zone where the project was conducted, the method of data analysis, snowball and target sampling methods were used for the selection of the participants. This chapter also mentioned the validity and credibility of the research. The ethical considerations, were also the subject of this chapter. These collected data had to be analyzed in-depth. This leads to chapter 4 that presents a case study of refugee women and the analysis of the actual results with the various sources of data above.

CHAPTER FOUR: DATA ANALYSIS AND RESEARCH FINDINGS

4.1 Introduction

The primary focus of the study was to examine and interrogate the rate at gender violence against refugee women at the workplace in South Africa with a particular focus on refugee women in Durban. It explores the possible impacts of gender violence on refugee women, reviews the existing policy that protects women at workplace. Further, it evaluates the effectiveness of the policies for refugee women and identifies the efficiency of government and non-governmental organizations' programs and methods towards the prevention of abuses suffered by female refugees at workplace

This chapter provides an analysis of the findings and begins by providing demographic information of the respondents, their age, marital status, and state of origin, level of education, employment status, and well as nature of work. Demographical information for the participants is followed by discussion and analysis on the prevalence of gender-based violence faced by women their various workplaces. This is followed by an exploration and examination of the repercussion of gender-based violence in the life of women within the workplace. Physical, emotional, psychological and economic, and social impacts are explored in details. Lastly, it explores and examines how refugee women cope with gender work-based violence.

Furthermore, an attention is made to the existing policy that protects women at the workplace, and effectiveness of such policy, and how such policy includes female refugees in South Africa is explored. It examines the effectiveness of the government and non-governmental organizations' programs and methods to prevent violence in opposition to refugee women at the workplace. It concludes, it proposes proposal by refugee women on how to eradicate gender work-based violence.

4.2 Demographic Information of Participants

This section provides statistical information of the respondents. It includes their age, marital status, level of education, and employment status.

Figure 4.1: The age group of participants

Age group	Number
Between 20-30	5
Between 31-40	6
Between 41-50	3
Between 51-60	1
60 and above	0
Total	15

The age group in this study was important as it reflects the age of those who participated in this study. 33,33 % of participants were between 21-30 years old. The aim of this study was not to study the age of participants; however, it should be noted that the figure creates an impression that some refugee women may be young. The second age group was between 31- 40years which represented 40% of all participants. The third group entails 20 % of the respondents aged between 41-50. The last group was 51-60 representing 6,66 % of all participants. The majority of participants were below 40 years old.

Figure 3.2: Marital status of the participants

Marital status	Number
Married	8
Single	5
Divorced	1
Separated	1
Widow	0
Total	15

The marital status of the participants was a key element for this research, as it gives an insight as to who are mostly the victims in the workplace. As the about the Figure 2 shows that, 53 % of participants were married women. The second category was made of single women representing 33 percent of participants. The third category was

6% made of divorced or separated. The researcher was also keen to understand whether marital status may influence exposure to gender-based violence. The findings show evidence that married women were more exposed to sexual and gender-based violence.

Furthermore, a researcher was interested to gain an insight knowledge and understand why married women were more exposed? The findings showed that married women cannot easily quit the job where they observe violence rather, they opt to stay because of family responsibilities. This was because they cannot quit their jobs because of financial implications. On the other hand, single women, could easily quit their jobs if they experience sexual or other gender-related violence.

Figure 4.3: Level of education

Education level	Number
Primary education	1
Secondary education	1
Higher school education (Metric)	4
Diploma (College)	8
University degree	1
Total	15

The level of education is attained by the participants is crucial for the study as it reflects the intellectual level and the types of work that they may have. The knowledge of the educational level of the participants, it was apparent that a larger percent, meaning 60% had college qualifications. The second category were who have Matric which represented 27% which was percent of all participants.

The last group was those with university degrees who was a representation of 7 % all participants. Based on the level of education among respondents, there are multiple reasons to consider as the greatest number of the participants have a good level of education that may allow them to secure decent employment.

Figure 4.4: Employment status and the nature of work

Employment status	Nature of employment	Number
Employed	Formal employment	6
Employed	Informal employment	9
Unemployed	–	–
Self-employed	Informal	0
Self-employed	Formal	0
Total		

The employment status and the nature of the work are crucial in this study. Figure 3 shows that 40 % of participants were employed in informal sector employment, while the majority which represented 60 % were employed in informal sectors. Most of the refugee women were in the informal sector because their employment did not require any legal documentation, there was no job security, depended on unprotected salaried jobs, and were lowly paid. Most of the participants employed in this sector, as they had uncertain and precarious status. Their extension of the refugee status or permits had left them exposed to overexploitation and violence and they did not have any form of legally recognized formal protection. Some of them had educational qualifications but were not formally employed as their qualifications were not accredited by South African Qualifications Authority (SAQA).

“The informal sector in which many refugee women find themselves is exploitative and exposes us especially to sexual violence in the workplace because I work hard and earn very little. With the responsibility of 5 children at home in a precarious life, once the employer forces us to have sex to increase the salary or at the risk of being dismissed, we are fragile and vulnerable” (J 08 May 2021).

Unemployment levels are high among refugees and migrants and is aggravated by their already vulnerable social, economic a political situation compounded by xenophobic attitudes which leave refugees and migrants out of employment. As mentioned before, the majority of the participants in the study were asylum seekers and refugees. Considering their migration status, most of them spend

years before they can be granted refugee status or permanent residences. Refugee status is supposed to be processed within six months (DHA, 2013b). However, the female refugees faced difficulties in accessing their documentation. They had to wait up to ten years for refugee status and were often given temporary asylum seeker permits (Annexure 4) which need to be renewed and this makes them less protected by labor laws and are prone to exploitation and abuses of all forms

“I came here in 2010, until now I am still using an asylum seeker temporary permit. All job offers that I apply, my application is always refused after interview, as I do not have refugee status permit. No companies are willing to hire me because they want refugee status permit and green identity documentation...” (E 07 May 2021).

4.3. Extent of Sexual and gender-based violence against refugee women at the workplace in South Africa (Durban)

Literature shows that sexual and gender-based violence experienced by refugee women in South African workplaces is more prevalent. This is supported by Amnesty International (2019) which states that South Africa is ranked in the first place at the world level with five times higher than the world average. Law enforcement is far from sufficient, as far too many women are victims.

According to the findings, it is evident that gender-based violence faced by refugee women in South Africa and Durban, in particular, is more prevalent. The study showed that 80% of women experienced one form of sexual and gender-based violence. Among those that expressed to have been subjected to violence, were mainly sexually related violence According to participants, sexual violence cases against them are increasing day by day because of their vulnerability. Hence why, one of the respondents stated that:

“I was born on 21 July 1969 in Harare (Zimbabwe). I am married with 4 daughters. The first job I found was as a housekeeper. Where I was working,

my boss gave me accommodation, because he wanted a domestic worker who would stay at home to take good care of his children, even in case the couple had to go out. I was paid well at the end of each month and I was housed, given food, and, everything. After my boss started the problem, he wanted sex with me. It was hard to refuse and I started to sleep with my boss for fear of losing my job. Despite my age, I was still seeing my monthly period, so I was afraid of getting pregnant, to have the baby with advanced age that I could not be able to feed and end lose my work "(D 07 May 2021).

According to the findings, women refugees were also exposed to verbal violence, and most of the respondents declared that, they are often subject to speaking with harsh words, insults, and also telling them that their presence is unwanted. The participants cited the word kwerekwere as a discriminatory word that is often used by South Africans concerning foreigners even in the professional environment. In this context, the refugees are seen as a threat and are accused of stealing jobs from South Africans. One of the participants stated that:

I am working at the Archdiocese clinic in Durban. My experience as a refugee nurse working in South Africa has made me a woman withdraw and working in fear. I have repeatedly been the victim of verbal abuse in the workplace by my colleagues and superiors. They attack me regularly, telling me that you foreigners have come here to take our jobs.

One day, one of my superiors gave me some papers to complete; but wrote his name badly, for the way we write our names is different from the way they write a Zulu name. I had never been verbally hurt like that day. He started shouting at me, saying, you refugee, how can you write my name badly, you left your country to come steals our jobs here, with you there are no jobs in South Africa and besides you misspell my name. Most of the time when he wants to talk to me, he scolds me, using rude and annoying language in Zulu. There is a lot, but I must preserve my work" ((M.J 09 May 2021).

Some of the participants were victims of economic violence. their employers take advantage of their vulnerability by paying them badly, depriving them of their salary, and sometimes reducing their salary without a valid reason. A Participant stated:

I work hard without rest, Monday to Sunday, but my boss only paying me 500R per week, that is the money that I get. Now it is been two months without receiving money. Mother of 5 Children, 4 of whom are in primary school and the last one to childcare, it is very difficult. One of our colleagues who had already served eight years was recently dismissed without reason, no notice or final account, because she was complaining about money. I cannot leave this job before having another. (E 07 May 2021).

On physical violence or attacks, the findings indicated that some of the respondents were victims of xenophobia and violent attacks in the workplace. One of the respondents noticed that, very often this violence is seasonal. It occurs maximum of the time when South Africans rise in droves to drive out non-locals. At this time, it has repercussions in the professional life of many refugee women. During this time, as the country is in trouble, our employers take this opportunity even to hit us just for a small mistake, especially us houseworkers. As can be illustrated in the subsequent quotations:

"I am Burundian, the first job I had in South Africa was as a houseworker. My employer was a tough person with rude words. During the xenophobic period of 2015, my employer had become very violent again. One day, I was so scared when he was speaking to me; I dropped the glass and it was broken. He hit me and saying that I am going to burn you alive and throw your body among others that were burnt by my South African brothers so that you go back to your country. A day later, when they were all at work, I took my suitcase and run away" (N 09 May 2021).

"I had to work as a cleaner in a restaurant here in Durban. Every day I used to clean the restaurant very early in the morning, even an hour before opening. As for the walls, they were cleaned twice a week. For I was a refugee, he wanted to force me to wash the walls every day and when I tried to explain to him, he slapped me saying you are a refugee and you have no rights here. Whenever there was a remark or unfounded remark, it was often accompanied

with a slap; while others were treated with respect and dignity. One day he slapped me as usual, the force of his slap made me fall on the stairs and I was fractured in the hand" (H 07 May 2021).

A review of findings on the scale of sexual and gender-based violence against refugee women at workplace showed that, it is extremely challenging to obtain the statistics for gender-work-based perpetrated against refugee women. Most of the participants showed they are vulnerable, and speechless. The authorities have low trust in them, particularly among undocumented or irregular refugee women. They are unlikely to report incidents to authorities. That is why their cases are unknown. When they reported crime and sexual violence, they were often ignored. Sometimes, they told them to go and in their home countries or were referred to other police stations. This, until they give up. It is critical to mention that refugee women are the most vulnerable member of society might be at higher risk of violence.

4.4 Impacts of Sexual and gender-based violence on refugee women within the workplace

Sexual and gender-based violence represents a serious human rights violation. This accompanied by important social and developmental consequences for the victims, along with their families including society. Whatever the types of violence, women refugees underline a violation of their rights. This includes suffering, a tidal wave, including stress, depression, tiredness, anxiety, sexually transmitted diseases, stigma, discrimination, prejudices, risky lifestyle habits (smoking, alcohol, and drugs), marital dissatisfaction, marital conflicts, permissive parenting style, parental stress, low self-esteem and confidence, and community disgrace (Freedman,2016).

The impacts that this violence has, depends on the specific situation of each refugee. This point is very important to signal so that we do not deny later attacks. This, because the victim does not present any of the symptoms usually revealed. In the context of this study, among the impacts highlighted by the participants, the findings showed that: participants presented a problem of chronic pain in the lower abdomen which led to frequent medical consultations with less good physique. Almost all the participants who were victims of sexual violence had gynaecological complications (vaginismus and dyspareunia). One participant had HIV. A respondent speaks in the following way:

"I was in a relationship with my ex-employer and my new employer. This because my ex-employer was the one who had found for me this good job. I was abuse by both. When they wanted to sleep with me, they usually did so without a condo., If I propose to them, they would tear it up. After starting my new job, I was seriously ill with chronic lower abdomen pain. When they took me to Addington hospital, they informed me that, I was pregnant. As the pregnancy grew, I was still sick. The doctor asked for an HIV test and it was positive. My greatest misfortune was to know that I was HIV positive. I was seriously depressed for not knowing who was the father of this child among the two employers and also not knowing who had contaminated me among these two" (C 08 May 2021).

Psychological impacts. Among respondents, some presented with mental health problems (personality disorder, memory loss). During the interviews, it happened sometimes that they lost the line of idea about the experiences they were saying. They had a problem with regular insomnia, anxiety which translated into fear and nervousness. Some had sores on their arms from self-propping. The majority of them had a problem of depression which often resulted in bad moods.

Relationship impacts. At this stage, participants highlighted the relations with their colleagues of services which were more in danger. Some respondents displayed less trust in their colleagues in services, difficulty in attaching themselves to them especially their male colleagues. Some have become problematic with many personal conflicts in the workplace and end up isolating themselves.

Professional impacts, most of the participants did not succeed in being hired at their first job due to refusal to give in advances from employers. Those who did get hired experienced an unprecedented deterioration in working conditions, denial of promotion, blocked ratings, and disqualifications. Others ended up resigning because they could no longer cope with these pressures and others were dismissed. A participant stated:

"I was fired from work because after having sex once sex with my supervisor, I decided to stop because I am a married woman. So, my refusal had succeeded in the anger of my employer who fired me from the job "(Jh 09 May 2021)

Economic impacts, for most participants, sexual and gender-based violence had caused reduction also deprivation for salary. For some participants, this violence had also resulted in additional economic burdens for refugee families due to the health of the victims. According to a participant:

"I work Monday to Sunday; I do not even know how to go to church because I am every day at work. When I was hired, my employer used to pay me my salary, now that we are in disagreement, he gives me 500R per week, that is the money that I receive. I work hard, without rest. Now it is been two months without receiving money and I am a mother of 5 Children." (E 07 May 2021).

Perinatal impacts, some participants single ended up mother early, some showed reactivation of symptoms of post-traumatic stress pregnancy, childbirth, breastfeeding), while others had shorter gestations and postpartum depression. As one respondent state:

"I am Burundian and I am a political refugee. The first job I had here in Durban, I was just 20 years old and I wanted to help my parents because the situation was critical at home, but my employer forced me to have sex with him to keep my job, I became a mother at 20 years. After giving birth I had been kind of mad for a year, unable to take care of this child" (N 09 May 2021).

Sexual and gender-based violence impacts not only the lives for those who are victims of it but also those around them, the economy of the nation, and society as a whole. Thus, violence represents a public health problem that concerns the entire population. Its effects are multiple and can last throughout life and extent generations with harmful consequences on employment, health, education, and financial condition of the people who are victims but also their families, communities, and societies.

4.5. Refugee women and Coping Mechanism with gender work-based violence

When the person is a victim of acts of abuse, atrocities, or any different form of violence, it inevitably affects her life as well. Indeed, people who have suffered violence react in different ways and subsequently suffer from several consequences. In the healing progress, the victim of these acts of atrocities and abuse may possibly

receive an adapted remedy or response to reduce psychological stress as well as other physical and social damages resulting from such aggression. Complete well-being that will allow them to adapt to this sad reality of life.

Figure 4.5: Coping Mechanisms

Mechanism	Number
Counseling	10
Friend	3
Family's Member	2

Concerning the mechanisms used by the participants to cope with sexual and gender-based violence in the workplace, there were three actions used in coping with gender-work-based violence. The preponderant mechanism was counseling which was used by 66,6 % of the respondents as a mechanism of coping with gender-work-based violence. counseling as a mechanism of coping with gender-work-based violence succeeded by friendship, the mechanism exploited by 20 % of the participants. 10% of the participant marked have to adapt with the help of family members.

4.5.1. Counselling as the mechanism used to cope with gender-work based violence

As indicated previously, Counselling was the most utilized mechanism to cope with gender-work-based violence. According to (Brooke et al.2015), Counselling is the relationship between a counselor and a person who has a problem and seeks help. The counselor allows him to gain a better understanding of himself and his problems. So, that he/or she can cope with the events that shake his /or her life.

The findings showed that the participants used the service offered by the Refugee Social Services organization. This organization already offers this service to the refugee as a result of their social situation with the help of psychologists or professional counseling (Amisi and Ballard, 2005; RSS,2013). Many participants say that they were able to find the smile of life through this organization. A statement reads:

“After having been twice a victim of sexual violence by my two employers at my workplace, on several occasions, I had lost confidence in myself, I was no longer able to having normal sex with my husband, and with this situation, my marriage was in distress, on the verge of breaking up, but thanks to the psychologist at RSS, I found the strength and courage to continue with my congenital life” (C 08 May 2021).

Another statement reads:

“My greatest misfortune was to know that I was HIV positive and I was seriously depressed for not knowing who had contaminated me among my two employers, and especially with the archaic conceptions of knowing that, I was going to die in no time, as I was a carrier of HIV, it took professional help to get me out and the counseling service at RSS got to save me the life” (C 08 May 2021).

4.5.2. Friendship as the mechanism used to cope with gender-work based violence

encouragement is an essential part of the recovery process and receiving sympathetic and validating answers from friends because a victim often needs to relive a normal life. The presence of a friend is essential at this time because presence helps the victim to behave normally, as usual. The victim finds himself in the presence of someone who does not judge him, but understands him and can put a smile on the victim's mouth again. (Black, 2011)

For some among the respondents, were able to share their issues with friends, out of shame of being humiliated in their families, and also as married women for fear of losing their marriage. A participant stated:

As a married woman, you cannot sleep with another man in any circumstances. Our culture does not allow us to sleep with other men, nor be touched on the private parts. This is why I did not seek help from my family members, because it would put my marriage in danger ”(G 09 May 201).

4.5.3. Family Members as a mechanism used to cope with gender-work based violence

According to Black et.al (2011), who have done some studies on violence against women, the authors have discovered that the family has a significant participation concerning the recovery for the victim after a violence, because victims of acts of violence often feel bad and need the support of others, especially those whom he surrounds with a lot of love like the members of his family. In the study, the findings indicated that some of the participants were able to cope with the help of their families' members, because according to them, they have more confidence in the members of their families than in anyone else, and believe that, their families' members could in no way divulge their secret. This is evident in the statement below:

"I was pregnant at 20 years old by my employer. I did not share it with my friends or the colleagues on duty, because it will be a matter of contempt. That is why I confided in my family, and until now, nobody knows that I have a child at home. It is to stay between me and my family, and by extension, this child calls me big sister to avoid that, the men who will seek to marry me, reject me because I am a single mother" (A 09 May 2021).

On analysis of the psychological and material support received by women refugees in Durban to cope with gender-work based violence, the findings have shown that humanitarian organizations such as RSS occupy a prominent place in the lives of refugees concerning adaptation mechanism by allowing to receive several forms of support, including counseling and financial support. The study has also highlighted that friends and families develop different strategies in coping with such stress, including rebuilding livelihoods and restoring psychological and emotional well-being.

4.6. Existing policy that protects refugee women at the workplace

South Africa has been accompanied by an influx of immigrants. Most of them are from the region's countries, and in particular direct neighbors (Mozambique, Lesotho, Zimbabwe, etc.), but also from East and Central Africa (Uganda, Kenya, Somalia,

Rwanda, the Democratic Republic of Congo, etc.). Refugees who immigrate to South Africa once they arrive must receive protection from the South African government who is in principle responsible for the protection of refugees and their rights. The constitution of South Africa gives them equal rights as citizens, with the exception of voting rights. They can study, go to the clinic and the hospital, and work.

As workers, refugee women are subjects to the worker protection policy provided in Employment Equity, No 55 of 1998. Article 2 of South African Employment Act 1998 states:

- a) Eliminate employment barrier, this protection policy from the government favors diversity in the workplace based on equal dignity and respect of employees. This calls for equality of opportunity and rights. The employer must ban any consideration of gender, the social situation in terms of the job offer, hiring, or dismissal.
- b) The law aims to achieve equity in the workplace. South Africa is governed by equity and contract laws in the workplace. According to these, employees must be treated fairly in terms of hiring, working conditions, work schedules, staff training, and career development. The requirement of equality thus leads to the legal notion of discrimination
- c) Elimination of unfair discrimination; This Act promotes equal opportunities and equitable employment treatment for refugees and certain design groups. On this subject, the law stipulates that the employer cannot differentiate against anyone directly or by an intermediary through employment practices or policies on the justifications of; family responsibility, gender, pregnancy, race, marital status, color, age, ethnic or social origin, sexual orientation, disability, religion, HIV status, conscience, belief, political opinion, language, culture, and birth

Theoretically, the recruitment of black foreign workers or refugees is tolerated if not legally permitted, to ensure their equitable representation in every occupational classes also all echelons in the labor force (South Africa, 1998). In practice, the findings showed that refugee women do not work under the protection of these measures. According to the officials of humanitarian organizations, the existing policy

that protect women refugee in the workplace reliable. Refugee women are exposed to all inequalities and, discrimination in the workplace and this has become their way of life. The statement below supports this position and its reads:

“We regularly receive at our office refugee women who have been unjustly dismissed because they are refugees. These women are doomed to unprecedented unfair discrimination and are left to their own devices. This policy is not reliable because it is only theoretical” (RSS official, 10 May 2021).

The position of refugee women in the universe of paid work is paradoxical. They work in a significant way; many inequalities continue to characterize the situation of refugee women in the salaried sphere and come up against a glass ceiling

4.6.1. Effectiveness of policy that protects refugee women in South Africa

Despite its strong framework for refugee rights, the refugee protection policy is not effective in South Africa. Leaving hundreds of thousands of refugees missing adequate papers or protection. This makes worse xenophobia in the country, in accordance with the report entitled Living limbo: Rights of Asylum seekers Denied, published by Amnesty International South Africa on 29 October 2019.

The system of management of the aisle and the protection of refugees does not satisfy anyone. This policy perpetuating a failing system that places refugee women in uncertain situation. With precarious papers, the government is fueling diving pressures among South African citizens and Africans living in the country. The government maintains the idea that high numbers of refugees are due to economic migrants who abuse the system. This gives rise to toxic rhetoric hostile to refugees and spread by those in power. This exposes refugees to all forms of violence especially in the workplace (Amnesty international, 2019).

The erroneous and the absence of solid ideas give rise to a high rejection rate of asylum applications of 96%. When these claims are analyzed, refugees are expected to have official papers. Those papers indicating that their claim is being reviewed and confirmed that they are formally registered in the system. Those papers are highly

important for medical care in government hospitals, enrollment in schools, and access to formal jobs.

Nevertheless, most refugees live for more than 10 years with these precarious documents. They have a serious problem accessing and maintaining employment. Nonetheless, Amnesty International observed that too often the refugees do not obtain the papers. It required for their integration into South African society. Without official status or adequate papers, the refugees cannot work legally and easily. They will not have access to health care and education. They then find themselves without resources and exposed to acts of harassment and violence (Amnesty International, 2019).

The protection of the refugees' rights does not constitute the basis of the South African government. The rights of refugees are violated and find themselves in a total vagueness and a vicious circle. For many years, this catastrophic situation undermines the designs of the refugee law and the constitution of South Africa which defends the rights of each person in the state. This including the rights of refugees. This is evident in the statement below:

"It is shocking that a country like South Africa trivializes the vulnerability of those fleeing desperate situations like war, exposing them even more to violence and leaving them to their fate". (Shenila Amnesty director, 29 October 2019).

Apart from the vulnerability, lack of protection, and the precariousness of their permits, there are also the effects of policies and regimes applicable to refugee workers and the economic conditions of the labor market on refugee workers. Many women refugee, are poorly paid. The violation of their rights as workers has become a rule because of their status. All workers in South Africa are protected through the fundamental conditions of the employment act, No 130 of 1997. This Act declares that each person has the right to be paid on the agreed date, on the agreed place, and the agreed salary and not be unfairly dismissed (Republic of South Africa, 1997d). Article 2 of the Employment Equity Act of 1998 states that: South African law does not accept discrimination through promoting equitable opportunities and equitable treatment of employees.

The government have also limited access to employment and enjoys a high rate of unemployment. Refugee workers in South Africa face many difficulties in the labor

market. These difficulties arise from a fragility linked to several factors: a weak ministry of labor, a discourse tinged with xenophobia that persisted beyond the period of apartheid, and also an inconsistent migration policy (CORMSA,2017).

A few decades ago, the South African government had taken measures to restrict African immigration, in particular black immigration. This affected making the population of women in the immigrant population more efficiently confined to mining. Parallel to the systematization of African migrant labor, and in the face of the growing penury of skilled labor. The nationalist government gave priority to the recruitment of European immigrants and the country continued to conduct numerous recruitments of European countries and facilitate immigration and employing Europeans. The European immigrant employees have the possibility of state-sponsored care. However, the recruitment of black African refugees take place in conditions of great brutality and injustice, and many Africans refugee women from neighboring countries have immigrated to the south African Republic, employing themselves, in particular, s domestic workers. (Kymlicka, 2012).

Indeed, the effectiveness of the policy that protects refugee women in South Africa is considered null and ineffective by the participants. The majority of the refugee treat the policy of their protection as not being effective. This because it exists but is never enforced. They argue by saying that, whenever there is an event of violence against the refugees, especially concerning the employment issue, the refugees are often burned alive and the perpetrators always go unpunished. This is exemplified via a declaration that reads:

“South Africa does not protect refugees in all areas. We are raped day by day, beat up, burn even alive, but the aggressors are free and unpunished. When we want to report, we are not taken seriously. Our voices are muffled, and we still rape by the police who are supposed to protect us and investigate our cases” (C 08 May 2021).

Another participant stated:

“South African policies expose us to gender-work violence. The government gives us permits of six months on which is written, WORK, and STUD. The time when government companies refuse from employees the holders of these

permits because these papers are precarious. Their ID numbers are often not recognized in the south African system. I am a nurse at King Edward hospital, I have been 4 years since this hospital rejected my contract because of my permit, until I had a refugee status of 4 years" (Ir 07 May 2021).

As for officials of humanitarian organizations, they regard the policy that protects refugees as a dead letter. According to them, refugees living in South Africa are often subjected to harassment, sexual and xenophobic violence. Finally, they are hated because of their nationality. Their legal status, cultural and ethnic background are also a problem. This without being supported, nor seeing those responsible worried. A statement reads:

"This population has always been supported and largely protected by humanitarian organizations. South Africa is a signatory country of the refugee protection clauses, but the refugees always come to our office asking for support. Whenever there are xenophobic attacks, we are very concerned about refugees whose houses were burnt down and other attacks in their workplace. But we ask ourselves the question of where is this state which had signed clauses to protect this vulnerable population" (RSS Official 10 May 2021).

In the end, both participants and officials agree that the applied methods use by the South African government to protect refugees in South Africa are not effective. This policy exposes refugee women workers to inadequate protection in terms of both rights and practice.

4.7. Government and non-governmental organizations' programs and methods to prevent violence against refugee women in the workplace

This section exploits the methods used by the government and NGOs in responding to the challenges faced by refugee women in the workplace in South Africa. The first part critically expresses programs of the government. The second part analyses how NGOs have attempted to address sexual and gender-based violence faced by refugee women in the workplace

4.7.1 Government's methods

As mentioned before South Africa turns out to be the first country in the world with a preeminent rate from violence. Violence has undoubtedly been part of the life of South Africans. Today, violence in South Africa, particularly in Durban is at the origin of a large number of dismissals and resignations among the refugees in the field of work. This affects the economy of the country (Amnesty International,2017). Although, this violence does not see as an inevitable aspect of the human condition; which is why the government has created programs and methods to prevent or limit it.

It appears to be no preventing measures directed to refugee women. However, the existing measures in addressing and preventing, are those which protect women in general. Among which: targeted messages, tough laws (training for the personnel), increased media coverage by more sensitive coverage, and increase security in schools by challenging gender stereotypes (Abraham et al.2013).

Awareness training, (training for the personnel). South Africa uses staff training through workshops and conferences. This by approaching the basic concepts related to violence at work. It promotes the exchange of experiences and the learning of basic skills with the help of scenarios adapted to work to optimize investments. These articles have proceeded directly with the work team and immediate superior. These workshops are important. They educate workers at all levels. This must be incorporated in a final written policy like a code of conduct.

Media coverage, South Africa uses articles and reports which deal with violence via the media. They are the source of information for a large part of the population. The media promotes the awareness of society. They do this is through diffusion, regarding the extent and characteristics of every type of abuse suffered by women. The risk factors as well as the consequences on the victim and the society are mentioned. Awareness of the social causes and the significant social costs associated with aggression are indicate. This, is because the constitutes the public health issue that concerns all of society. The media use accurate language to describe the violence.

Prevention of unfair discrimination applies to persons not covered by this Act. It consists in a democratic imperative. It reflects in a will characterized by greater social justice in the direction of women and a daily struggle against all forms of violence at

work. It inflicting equality in employment on any worker whatever his race, his belief, his sex, and nationality (Employment Equity Act No 55/1998)

Implantation of adequate and clear rules. Establishment of procedures and policies prohibiting all varieties of abuse, as well as other forms of unjust discrimination in the workplace

Challenge gender stereotypes. Inequalities between women and men are well known. Many South African laws have tried to fight against these inequalities by first affirming the principle of equality. The punishing inequalities of treatment, the right to manage one's property and to work without the husband's authorization is implemented. The principle equal pay, the principle of professional equality and finally mixed schools is also implemented.

Nonetheless, significant socioeconomic inequalities between men and women persist. As the institutions regularly remind us, these pose not only a problem of justice but also of economic efficiency. The situation in this country is all the more paradoxical and shocking as the educational and university courses of women have continued to improve, to exceed those of men. This is the reason why the African government is based on the strategy and foresight. Acting transversally to the problem of stereotypes between girls and boys in childhood and adolescence, covering the whole of their life.

This method of prevention lies in the elaboration of educational and informative content. This without forgetting the dissemination techniques, expressly, the content instructed and the way it is taught. These strategies include:

Methodologies and techniques to avoiding violence and promoting equal opportunities in school curricula.

Training of teaching personnel team by providing them with necessary gears to avert and fight against violence.

Workshop and conferences with the scholar for the fight against gender violence (Abraham et al.2013).

This program is an essential component of the educational process. It stimulates youthful and immature person. It interrogates, overcome and contest gender

discrimination and abuse. Scholars must be able to discover what composes violence and abuse, in what way they can keep themselves from violence. It adopts steps to avert causing suffering to others. They should again have the opportunity to expand praiseful concepts of gender. The femininity and masculinity, are concepts for better understanding and accept diversity both sexually and gender.

The application of these programs and Act, No.130 of 1998 are not effective by the government. Refugee women have received little support from the latter in the fight against violence. When we discussed with them about their adaptation and especially their integration, it was very clear that their trust was based on the NGOs

4.7.2. NGOs

Humanitarian organizations play a vital role in preventing and fight against gender-based violence. The help mainstream gender, meet the needs of women, girls and disabled. Assistance for refugee women comes mostly from NGOs. Here in Durban, refugee women receive assistance from the Catholic Archdiocese of Durban refugee, Refugee Social Services, and Lawyers for Human Rights. These NGOs realize an extreme participation in protecting refugee women. They recourse to certain programs and methods to address gender-based violence against refugee women, among which:

a) English Class

This program was established by the Archdiocese to help adult and responsible refugees learning English and Zulu lessons. This, to be qualify for the job market. This program is beneficial because most refugee women have difficulties finding employment for the language barrier. They do not know English, let alone Zulu. Some refugee women can have child care, but cannot do so. This, because they are unable to communicate in English with the parents of the children. They cannot write an English letter addressed to the parents of the children. Other women were competent, intelligent, with degrees, but the language barrier was a big obstacle for them to find a suitable job

We have introduced this program because most refugee women have difficulty finding employment for the language barrier. Hence the need to include them in this program. This, to allow them to have an employee or to be able to create their jobs. To be self-sufficient and avoid

harassment in the workplace (Julie, responsible for English courses, 07 May 2021).

I am Burundian. French is the official language in my country. I could not easily have an employee, because I was stuck with the tongue. The Pastoral care helped me to learn English. Last time they turned me down because I could not speak English. I can now communicate properly with the local people. I am a nurse at Catholic clinic” (M, J 09 May 2021)

b) Entrepreneurship and Home Child Based Care Training

Considering that a large number of female refugees are victims of violence in workplace, RSS and pastoral refugee care often organize workshops with them. This to help them be entrepreneurs of their own businesses and become self-reliant. The home-based child care training teaches refugee women once a week how to take care of children and open their home-based child care. This program is effective because it reduces cases of sexual and gender-based through empowering refugee women

“Once an individual qualifies to open the home-based child care center, the RSS office provides the start-up kit of R4 000. This money is used to buy bed mattresses, toys and other materials needed to open the home-based child care center” (RSS official, 08 May 2021)

c) Encourage Activities that reduce the tolerance for violence (men and boys).

Refugee were taught about methods that reduce the tolerance for gender-work violence. This through fostering norms for non-violence and gender equality among boys and men through the workshop. This method helps to prevent violence before it occurs, by instilling in men and women the notion of gender-equality. This, is because it easier to change the norms among boys and young men when they are not yet deeply entrenched. This program seems to be successful when they bring out the positive benefits of gender equality via setting up conferences among women and men to explain their concerns.

“We train refugee men and women on the notion of non-tolerance of violence and gender equality to prevent violence. Gender-based violence workshops help refugee women on how to interact with their future employers. We train female

refugees on how to react in the context of violence or harassment at workplace.”
(RSS official, 08 May 2021).

d) Sewing

The Archdiocese Catholic also has sewing. Refugee women who have sewing skills and those who do not know how to sew and want to learn are taken and taught sewing or referred to the Save the Children organization. Participants were also given materials or money to buy materials. This program helped, many of the participants who were victims of economic violence to make up for the reductions in their wages

“We take women refugees with the sewing skills or those who want to sew but they do not know how to do it. Save Children organization trains female refugees on how to sew clothes. After they have completed their course if there is a certain factory that wants people with sewing skills, the Pastoral care will refer to that factory some women refugees with sewing skills. Other female refugees sew clothes for their survival. The Catholic Archdiocese office offers refugee women with the money to buy materials or provides them with materials” (Official, 07 May 2021).

The paradise project trains refugee women to use recycled materials to create objects such as wall hangings. They use fabric, plastic, and paper. The women sell the hangings to cover their basic needs.

“I did not know how to sew and I did not have money to buy the materials. I can do bed and couch covers... I also use plastics and paper to create earrings. The RSS office offered me money to buy materials... I can feed my family with the money derived from sewing” (Er 09 May 2021).

e) Granting of refugees' status

There are some international organizations like Lawyer for human in the acronym LHR that includes jurists and human rights activists who are dedicated to assisting vulnerable, indigent, and marginalized individuals and communities. His services allow him to identify the varieties of issues that arise across the country and among the groups of vulnerable like refugees to make them benefit from their rights (LHR, 2013). This program specializes in strengthening, enforcement, and defending the rights of asylum seekers, migrants, and refugees living on South African soil.

This organization intervenes through legal recourse against the granting of refugee status when a refugee is denied refugee status when it has already been fulfilled the conditions required to obtain the status. This constitutes one of the most usual and familiar contravention of the rights of refugees living on South African soil

Most of the participants have difficulty getting refugee status no matter the number of years lived in South Africa. Some of them have stayed for over 12 years in South Africa, still using the six-month asylum seekers permits because they have been denied refugee status. But a refugee who has resided for 8 years in South Africa, has the right to have a permanent residence. LHR's assistance in this area is crucial to support these women to be reestablished in their rights by preventing holders of precarious permits from being victims of all kinds of violence in their workplace.

“Refugees have serious difficulties in getting the refugees status. Often, they are denied access to these permits and have only 30 days to make the call. The doors of the LHR office are always open to these refugees by assistants in the judicial apples because if the refugees do not appeal in this prescript period, they are considered to be illegal migrants on south African territory” (LHR Official, 10 May 2021).

“I am 11 years old in South Africa, and still using the six-month asylum seekers ‘permit. Every time I have to renew my permit, I was always given six months. It was difficult to find an employee with this permit even if I filled the criteria, this permit was made me an unfortunate and disqualified candidate. Every time I was hired, after a short time I was turned out of work and replaced by those with sustainable permits. Seeing that my work was a threat, and being the only source of income for my family, so, I seized the LHR explained my problem and the number of years living in South Africa with this permit, with their help, I was restored to my rights and my work was saved” (Ir 07 May 2021).

f) Create a partnership between official government representatives and other national and international organizations

There is a kind of mutual aid between humanitarian organizations among themselves, or sometimes with the government to better assisting refugee women because of

limited means. This collaboration is essential both to improve the response to violence and to decrease the stage of long-term violence. Save the Children is an international NGO which propels children's rights and furnishes support and relief to children in developing countries (Save the Children, 2014). This organization works in partnership with others like RSS to assist refugees. It has a craftwork and training program for all parents including non-nationals (Save the Children, 2014). This enables female refugees to produce goods and offer services that can be used to generate additional income.

g) Access of refugee women to certain services

Archdiocese's programs facilitate the access of women refugees to certain services such as accommodation, medical care, economic assistance, or other types of social services.

i) Accommodation

The Catholic Archdiocese official in his speech committed to accommodate the newcomers. He said that the night and food are essential to all human beings. Refugees need a support. They need at least one meal a day while being accommodated. The pastoral care of refugees is a home for refugees from all over the world who have fled their countries for various reasons. It provides with food and accommodation to refugees who have been in the country for less than six months and to newcomers. The Archdiocese gives them a roof because some refugees are victims of violence because they are housed by their employers and have no place to go.

“Material assistance depends on the family situation, but there are special situations where we contribute integrally. In a general way, our office contributes to rent, transport, and school fees, and food” (Catholic Official, 07 May 2021).

“I arrived in Durban with the help of a priest who accompanied me to the Catholic Archdiocese. I was fed, I was given a roof and I could be treated without problems every time I felt bad, and this had lasted six months” (A 09 May 2021).

ii) **Education for refugee children**

For years, the Archdiocese of Durban and other humanitarian organizations were been helping refugees' children in primary and secondary school with uniforms and school fees. This intervention was very useful. Those organizations were provided with the basis for a good education for children from vulnerable families. Having received school fees and uniforms, this was a motivation for the children to continue their studies and a certain relief for the refugee women who had to have the body and soul for their children's schooling, especially since the world today requires people to be educated.

Education in South Africa is expensive and inaccessible to children from vulnerable families such as those of refugees. As for public schools, they are still affordable, but can we ask ourselves this question, do refugee children easily find places in these schools? Refugee children who do not find easily places in public schools are forced to look for places in private schools where school fees are higher. That is why all of these organizations are responsible for the schooling of refugee children, to preserve their mothers from violence in the workplace because some of the participants refused to resign from their work despite the violence, to have their children's school fees.

"The first job I found in South Africa, I lost it just after two months for the simple reason that I was a refugee. So, life was very difficult for me and my family, but Cathedral Emmanuel welcome me, gave me refuge, started paying for my children 'schooling and uniforms and I even was admitted to English classes to allow me to find an employee and to be independent" (Ir 07 May 2021).

"It becomes very hard to pay school fees when you are not working. At Bretton wood, the school fees are 1000R per month and child. I have 4 children, imagine how much it will cost? not to mention uniforms, shoes, and sportswear. Is that why I went to Archdiocese to ask for assistance" (C 08 May 2021).

iii) **Medical care**

Women refugees' lack of access to health care services negatively impacts their professional lives. Some are on chronic medication and if they do not receive it their lives could be in danger. Knowing this, some employers take advantage of exploiting

this weak point. The Archdiocese with his clinic helps refugees by offering them medical care. As some participants were victims of violence by asking their employers to pay for their medical care.

“I am diabetic and I have to take my insulin every day. Most of the time that I went to Addington hospital, no one consulted me. The nurses often told me that in your country there are no hospitals. When I spoke to my employer, he had agreed to take me to a private hospital for sex. Seeing the number of times, I was a victim, I decided to go to the Catholic clinic where I am treated regularly, and this to avoid me being again a victim of sexual abuse at work” (P 09 May 2021)

iv) Food and Clothing

Most of refugees from Durban, are often assisted by humanitarian organizations with food and clothes. This method is effective for combatting violence because the precariousness of the lives of many participants (lack of food, accommodation, clothing) constituted the basement of their vulnerability which exposed them to many forms of violence.

“I always receive rice, oil, sugar, beans, and other things from Emmanuel Center. They give me food regularly for all my family as well as transport money. This saves me from some abuse in my workplace, because the little salary that I receive with food and sometimes clothes that I am given, allows us to live” (A 09 May 2021).

4.7.3 Crucial consideration on NGOs

On this point, the opinion of the women refugee who has been the subject of this study is shared. Some women were happy with the services they received through some humanitarian organizations. Others were not. Each spoke in the function of this proper experience with these NGOs. Still, they alluded to the mood of those who used to attend them. They could be in bad moods. It depended on days. It does not mean that, people who worked at these NGOs did not want to render us service:

"My husband is a truck driver, during recent xenophobic attacks, his truck was attacked and he had fractures. Until now, he has had a problem with the vertebral column, he cannot work, for now, he still needs rest. I work as a domestic worker, but my salary is not enough to take care of my family. But the financial and material assistance that I receive from certain humanitarian organizations, helps me to face the needs of my family." (H 07 May 2021)

Some women were also unhappy with the way the services were offered to them at Emmanuel Centre. Married refugee women complained. They said, their attendance was always less than other women. This, in the background of their status. They said every day we lose our jobs because our employers want to sleep with us, knowing that we are married women. Other participants said that these services were dyed of discrimination. The South Africans were served kindly accompanied with words of love. The goods they were served were always of good quality. While the refugees were served with contempt and disdain, sometimes using certain Zulu words that they did not understand:

"I was always in tears every time I had to go to the Emmanuel Center for food. They gave me this food with contempt, they spoke to me in Zulu, knowing that I did not understand anything in Zulu and I received regularly the food whose date was already expired, while the South Africans were served with love and good quality food "(Er 09 May 2021).

According to officials from certain organizations, some women refugees did not understand the mission and limited means available to some organizations to come to their aid completely. The Denis Emmanuel Center's mission is not only to assist refugees but anyone vulnerable included the indigenous population of South Africa. As a result, women refugees receive minimal support because of the burden the center has, the center needs the assistance:

"The center is not helping only refugees, but any vulnerable person including South Africans. We need the help of other organizations because there is more request than offers so, we cannot meet all the needs and satisfactorily "(Catholic Official 07 May 2021).

Some refugee women were not happy with the assistance they received from LHR by denoting discrimination in the way we handled cases. They believed that there are

cases where the lawyers do everything to decant the situation and others where they are negligent. Here is how the official LHR reacted:

“There is no discrimination in the way cases are handled, only some refugee women do not understand that we have to respect the procedure and that the procedure differs from one case to another” (LHR Official 10 May 2021).

Among the women refugees interviewed, some had never asked NGOs for help, they were scrambling and fighting for the survival and protection of their families. Most female refugees were grateful to NGOs for their assistance despite the limits of their missions and financial resources. This is what the researcher observed during the interview period.

4.8. Proposals by refugee women on eradication of gender work-based violence in the workplace.

According to the participants in this study, the culture of violence experienced by women in general and particularly refugee women at workplace is omnipresent. This culture is rooted in the way people think, speak and move. Beyond the differences specific to each context, the culture of violence is always rooted in the beliefs of men, power, and control. This culture of violence is the communal environment. This normalizes and exonerates sexual economic, physical violence maintained by persistent gender inequalities and behaviors towards them. They analyzed behaviors and beliefs every day to identify the prejudices that allow the culture of violence to endure. To remedy or eradicate this scourge, the participants proposed some possible solutions:

The culture of enthusiastic consent, for the participants this is essential for consent to be freely given in all circumstances. Everyone accepts what is happening and expresses it clearly in words and actions because if one of two people involved does give his consent, it constitutes a case of violence.

“Men must stop treating us as objects to satisfy their needs. They must understand that whatever position they occupy, consent is fundamental. All the

times I was a victim, I never admit having said yes, I was forced under pressure to be fired” (CI 08 May 2021)

Give refugee durable permits

According to the participants, the precariousness of the permits they hold often puts them in a position of weakness and exploitation. Women refugees have difficulties in finding employment with a 3- or 6-month permit. In most cases and once they are hired, they are often victims of economic and even sexual abuse of the precariousness of their permits.

I have a six-month permit. I suffered to be hired in the shop where I work, because of the precariousness of my permit. Since I was hired, my employer sexually abusing me, saying, if he fires me, no employer will hire me with this permit. I even had a child with him (A 09 May 2021).

Fight against inequalities and discrimination in the workplace

Most of the participants shared different views on to the implementation of gender equality in the professional environment. They pointed that the sharing of responsibilities needs be fair and their equity in terms of gender representation. That's is must be 50% of male representation and 50% of female representation. Men must understand and accept this to give back to the women their values. Discrimination, and racism should be banished from the workplace. The employer needs intellectuals' skills and abilities, not racial difference. It is not the colour of the individuals that contributes to the economic development of the country, but their brains. Most of the time, refugees work hard for the benefit of the employer more than nationals, because they are afraid of losing their job. The following statement illustrates the shared view of participants:

“We ask that the equality of sex is promoted in our workplace 50% men and 50% women and that all forms of discrimination be annihilated in the name of the general interest which is the economy of this country” (G 09 May 2021)

Women's outfit

For most of the participants, the clothes they wear should not be the invitations, because we are wearing the same clothes at home and we are not raped by our brothers. On the contrary; reject the idea that men should exercise their power through violence and question the concept of sex as a right.

"Sexist clothes are generally expensive, we as refugees cannot afford a bunch of sexist clothes. If we can have it, is an insignificant number, then every day we wear normal, so, this hypothesis does not hold water" (D 07 May 2021).

Ban impunity

Participants request for the government to end all forms of violence and discrimination against refugees by not leaving the perpetrators unpunished. These acts are said to be criminals. Participants launch a strong message of zero tolerance. This to establish policies of non-violence against all forms of violence in the workplace. The authorities must be especially precise about the fact that, they are committed to maintaining a policy of non-tolerance and that it must be respected every day. A participant stated:

"The best way to prevent gender-work-based violence against us is not to let the aggressors go free and unpunished. The more they are worried, the more they will be responsible and less they will still commit crimes of advantage" (C 08 May 2021)

Invest to assist refugees

Most of the participants called for social protection and donations that will promote the work of refugee empowerment as well as organizations such as Refugee Social Services, Catholic Archdiocese, Lawyers for Human Rights who in turn also need funding or donations for better care of women refugee victims of violence and supervised them. A participant stated:

"We are supported in large part by NGOs who need funding to continue their work of salvation" (J 08 May 2021)

4.9 Conclusion

The aim of this chapter was to demonstrate the gravity of sexual and gender-based violence against African refugee women at the workplace in Durban. This through the results of the investigation. The chapter also aimed to demonstrate whether there is any relationship between sexual and gender-based violence in the workplace and economic development. In order to achieve the objectives of this chapter and the study as a whole, the findings from initial questionnaires conducted with 15 respondents' in-depth interviews with 3 volunteers officials were the points of reference. The findings from this chapter show that sexual and gender-based violence against refugee women is prevalent in the professional environment in Durban, and affect the economic development.

CHAPTER FIVE: CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The chapter provides a summary, a conclusion as well as recommendation for this research. This study was carried out as part of a challenge faced by refugee women of gender-work violence in South Africa. The aims of this study were to explore and examine the extent of sexual and gender-based violence against refugee women at the workplace in Durban, to explore the impacts of sexual and gender-based violence in the life of refugee women, in their environment and in society as a whole. examine whether there is any relationship between sexual and gender-based violence and the economic development. This chapter provides Conclusion and of the study and recommendations

5.2 Accomplishment of objectives research

The table below provides a summary on the objectives of research and how they were achieved.

Figure 5.1: Achievement of objectives

Objectives	Standard of Achievement
Analyze the magnitude of sexual and gender-based violence suffered by female refugees at the workplace within the international framework by showing its different forms	This objective was fully realized in the first two chapters which furnished an amplified analysis of sexual and gender-based violence in the international framework through analyzing its extent in different developed and developing countries. These chapters set the tonnage for discussion on sexual and gender-based violence in South Africa. This objective was achieved in chapter 3 using the qualitative method for the examination and prevention of gender-work violence

<p>To explore the possible consequences of gender violence in the lives of refugees</p>	<p>Chapter two, Section 2.6.7 explores the impact of sexual and gender-based violence on refugee women by showing, for example, how this violence has an impact at the individual level (for victims), family, community, and workplace, the latter economically affecting companies, in the use of resources together with the loss of productivity</p>
<p>Examine refugee women coping mechanisms with sexual and gender-based violence</p>	<p>That objective was done within chapter 4. It provides details on mechanisms used by refugee women to cope with work-related gender violence, (counseling, Friends, family's members)</p>
<p>Examine the existing policy that protects women at the workplace and how such policy includes refugee women in South Africa</p>	<p>Chapter two again examines the existing policy that protects refugee women by referring to the rights recognized to refugees enshrined by the chapter two of the South African constitution</p>
<p>Identify the relevant government and non-governmental organizations' programs and methods to prevent violence against refugee women in the professional environment</p>	<p>Chapter 4 provides further details on some of the programs and methods presented by government and non-governmental organizations for prevention sexual and gender-based violence against refugee at workplace. A case study analysis of Archdiocese Catholic was done in this chapter. It explores some programs used by this non-governmental organization to prevent gender-work violence faced by women refugee.</p>

5.3 Conclusion

Examining the gravity of sexual and gender-based violence against refugee women living in Durban, the findings have shown sexual and gender-based violence against female refugees at workplace is worsened. This due to the vulnerability of refugee women, and unalienable right. They are victims of sexual harassment, physical attacks, verbal abuse, and sexual violence in the workplace. This violence affects their individual life, professional, as well as the entire society.

Devices legal and South African refugee policies have beached to keep safe women refugees. Violence faced by women at the workplace is an image of the challenges they encounter in South Africa, also in a general way. New strategies are needed to address the issue experienced by African refugee women in the workplace.

5.4 Recommendations

Throughout this study it shows that sexual and gender-based violence against refugee women at workplace in Durban is of real concern and requires an urgent and special interventions. Multi-approach intervention is key:

a) Increase the levels of sexual awareness and gender-based violence

Ensure that there is awareness on sexual and gender-based violence is a better way of ensuring protection support for vulnerable women. promoting sexual and gender-based violence against women refugees. Intervention of the government, via the Department of Women's Affairs, Community Development, equally Gender, to have plans in the first place on the role they could play in decreasing gender-based violence for women refugees. Elaborating prevention methods.

b) Proving training for employers and staff as agents of change

It crucial to seek a constructive change of mind-set among those who are responsible for women refugees or their employers in professional settings. The government may provide training of employers and staff agents. Teaching and instilling them laws that discourage sexual and gender-based violence faced by refugee women

c) Ensure Judicial Services are accessible and impartial

Ensure Judicial Services are accessible and impartial. The Government needs to ensure that the access to justice should be strengthened to be more inclusive for refugees/marginalised/ and disadvantaged. Government needs to support the judicial services with adequate training and that justice is not denied for victims of sexual and gender-based violence.

d) Supporting the work of NGOs

The South African government needs to ensure that NGOs that adequately deal with SGBV against refugee can receive support on top of their limited means in assisting refugees.

e) Political Will

The South African authorities need political will, enforcement and compliance for the applicability of existing refugee protection laws

f) Obtaining refugee permits

It is recommended that the government should open more RROs or newly arrived refugees can apply for a refugee status permit and also extend the permits for those living in South Africa for several years.

g) Employment opportunities

South African labour unions should monitor the abuse of refugee workers in the same manner that they do with South African citizens. SAQA should speed up the process of approving foreign qualifications. Refugee women with foreign qualifications should have same equal employment opportunities, and a clause could be inserted to include refugees in the application forms. Government departments should ensure that when they advertise jobs, they also cater for refugees.

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APPENDICES

Appendix1: Informed Consent

My name is Yvonne Kabongo, student number 219039435. I am conducting a research survey for master degree in Conflict Transformation and Peace Studies Program at University of KwaZulu-Natal

The aim and purpose of this research is to examine the extent of sexual and gender-based violence against refugee women in the workplace, Durban. To explore possible impact of gender violence has on refugee, to analyze the coping mechanisms used by refugee women to cope with this violence, to explore the existing policy that protect women at workplace and how such policy includes refugee women in south Africa, as well as government and non-governmental organizations' responses to violence against refugee women in the workplace.

I would be grateful if you could spare a moment to answer this questionnaire. Please do not write your name on the questionnaire to ensure confidentiality of your responses. Your participation in this study is anonymous. The information will be stored locked cupboard in my office. The information obtained from you, will remain confidential and be used strictly for academic purposes. In the analysis pseudonyms will be used when reference is made to your interviews. The data would be destroyed after five years

In the event of any problems or concerns/questions you may contact the researcher at postgraduate officer Tel: 031-260-3543, E-mail radeben1@ukzn.ac.za, Dr Joseph Rudigi Rukema supervisor (Tel: 031-260-2440, E-mail: josephr1@ukzn.ac.za, Mrs. Yvonne Kabongo, student (Tel: 0719098882, E-mails: yvonnekabongo2@gmail.com

Appendix 2: Survey question for participants to assess the extent of violence

SECTION A

Province..... Date: ___/___/___ Start time:
 Sex: Age (in years): Race
 Language spoken: Country of origin Marital status:
 Occupation.....Education level
 Occupation.....Professional category.....
 Years in current occupation.....

SECTION B

QUESTIONS	ANSWERS
How would you describe safety at your workplace?	
How often have you been a victim of violence in the workplace?	
Who were the perpetrators? (Employers, colleagues, managers, subordinated)	
Is there a typical profile of people who experience violence at work?	
Can men be a victim of violence in the workplace?	
Are South African women also victims of violence in the workplace	
Is the extent of violence experienced by South African women in the workplace the same as that experienced by non-nationals?	
Have you been victimized by violence for being a refugee in your workplace?	
Have you been victimized by violence for being an African refugee?	
In what form did you experience this violence in the workplace?	

Has anyone had insistent and annoying attitudes towards you (insistent glances, language games, sexual acts ...)?	
Did someone express to you verbally or in writing, unwanted or sexual confidences or advances	
Have you ever been a victim of physical violence?	
Have you ever suffered hard labor or forced to work extra hours without payment?	
Has anyone made any unwanted gestures (touching hair, calves, neck, shoulder massage, kisses on the neck, touching your breasts, buttocks, or thighs?	
Did someone forced you to have sex in or out of the workplace to keep your job?	
What were your employment and working conditions (part- time, isolated work, evening or night work?	
Did someone forced you to have sex without your consent?	
Did someone forced you to have sex with him because of the precariousness of your document (Asylum seekers, refugee status)?	
Have you ever been a victim of sexual violence in the workplace for fear of being deported?	
If you have taken action, what are the results of these actions?	
If not, what are the brakes that prevent you from testifying or report?	
Did this violence have an impact on your personal life?	

Did this violence have an impact in your professional life?	
How would you like to see working place and what need to be improved for prevention of Sexual and gender-based violence in the workplace?	

SECTION C

Interview for NGOs Officials

Questions	Answers
What is the name of your organization?	
How long has this organization been working with refugees?	
What are the difference services your organization provides for refugee women?	
How these services contribute to prevent sexual and gender-based violence against refugee women in the workplace?	

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05 May 2021

Mrs Nsamba Yvonne Kabongo (219039435)
School Of Social Sciences
Howard College

Dear Mrs Kabongo,

Protocol reference number: HSSREC/00002500/2021

Project title: Preventing Sexual and Gender based violence against refugee women in the workplace: A perspective of African women living in Durban, South Africa.

Degree: Masters

Approval Notification – Full Committee Reviewed Protocol

This letter serves to notify you that your response received on 25 April 2021 to our letter dated 13 April 2021 in connection with the above, was reviewed by the Humanities and Social Sciences Research Ethics Committee (HSSREC) and the protocol has been granted **FULL APPROVAL**

Any alteration/s to the approved research protocol i.e. Questionnaire/Interview Schedule, Informed Consent Form, Title of the Project, Location of the Study, Research Approach and Methods must be reviewed and approved through the amendment/modification prior to its implementation. In case you have further queries, please quote the above reference number. PLEASE NOTE: Research data should be securely stored in the discipline/department for a period of 5 years.

This approval is valid for one year until 05 May 2022

To ensure uninterrupted approval of this study beyond the approval expiry date, a progress report must be submitted to the Research Office on the appropriate form 2 - 3 months before the expiry date. A close-out report to be submitted when study is finished.

All research conducted during the COVID-19 period must adhere to the national and UKZN guidelines.

HSSREC is registered with the South African National Research Ethics Council (REC-040414-040).

Yours faithfully

Professor Dipane Hlalele (Chair)

/dd

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