

Article

## Is Intimate Partner Violence A Threat on Job Performance of Women in Pakistan?

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### ABSTRACT

The pressing issue of intimate partner violence against women that transmits its impact in generations, needs to be addressed on priority basis. The current study was designed to assess the impact of partner violence on women's job performance in the milieu of Pakistan. The convenient sample of 100 married women, aged between 18 and 49(M= 39.66, SD=10.67)) years was selected from four cities (viz., Multan, Bahawalpur, Khanewal and Vehari) of southern Punjab, Pakistan. Data were collected via demographic data sheet, Job Performance Survey, and the intimate partner violence was measured via Conflict Tactics Scale. The results of the Binary logistic model showed that emotional and physical violence along with household size, number of children below age of 5 significantly negatively impacted whereas, years of schooling of women and women's income significantly positively impacted the likelihood of women's job performance. The results have implications for all the organizations, where women work. When women do not show up their motivation for work and do not perform well at work, the administration should look at their negative circumstances at home and other demographics, before taking decisions to suspend them from their jobs.

**KEYWORDS:** *Intimate Partner Violence, Emotional Violence, Physical Violence, Job Performance*

## Introduction

Among the wide arrays of problems women across the world confront, violence against them is life-threatening. In the parochial society of Pakistan. women are inflicted by violence in many different ways (Pakistan Demographic and Health Survey: PDHS, 2017–2018).

Different terminologies like; domestic violence, family violence and intimate partner violence are used interchangeably, but there is a fine difference among these as explained by (ILO, 2019). Domestic violence refers to “partner violence but can also

encompass child or elder abuse, or abuse by any member of a household”, Whereas, Family violence refers to “child maltreatment, sibling violence, intimate partner violence and elder abuse”, and intimate partner violence refers to “physical, sexual or psychological harm by a current or former partner or spouse”. Violence against women is described as any sort of physical, sexual and psychological forced actions, which are being used against women by the former or current intimate spouse (WHO, 1997). Intimate partner violence is the violence by the partner or spouse who is in intimate relationship with the other partner or spouse (Dasre et al., 2017).

The most appropriate title of violence attached with violence against women is the intimate partner violence (IPV). The phenomenon of intimate partner violence is common in developing countries especially, in Asia. One reason of why women fall easy prey to IPV may be the fact that women are trapped within the cultural framework formed by dogmatic beliefs. Though in the view of male attitudes, violence against women is considered a normal issue, in this century, violence against women is one of the significant issues around the globe (Hossain, 2016). Women are not considered safe even at their homes, society or workplace, as they have to bear violence due to their being socially and economically dependent on their male counterparts. Such dependency makes women deprived of power and resources. Men are authorized to take all decisions regarding use of property and income. As women are considered to be the man’s property and sexual activity, so their rights are not considered under the patriarchal society. Since childhood, women live in a society where they are treated as inhuman (Khan et al., 2000).

In a civilized society, violence against women is categorized as one of the most heinous moral hazards against their capabilities and performance. Violence reduces the educational, employment, and job opportunities for women. Violence against women leads toward their economic and social exploitation (e.g., by taking control on their assets and incomes as well as their social mobility).

Attitudinal acceptance of intimate partner violence (IPV) aggravates the prevailing gender disparities by growing the frequency of IPV. Literature indicates that attitudes toward IPV against women is among the most viable predictors of the occurrence of IPV. Women are forced to forgive the culprits, which make women not to report (Andersson et al., 2010). Violence can be wiped out when reported. But unfortunately, in Pakistan, violence is not normally reported to avoid dishonor of family and fear of further aggression by the males and being dependent, and fear of feeding children alone (Andersson et al., 2010).

Social science theories of IPV have clarified several grounds of IPV like., men’s pathology (abnormal personality traits/alcoholism), bargaining power at home, cultural specification and established taboos, learned behavior theory. Though, no theory has adequate empirical support to cover the whole lot of phenomena. In view point of some observers, the main cause of IPV against women is the economic issues (Dalal, 2011).

The link between women's employment and violence against them is explained in two different ways: One group of scholars argues that women employment makes more economic resources for them resulting in lessening of violence; while other group of scholars contends that IPV will upsurge as husbands/ intimate partners take women's employment as sheer violation of domestic peace and because they want to keep women dependent on them to keep up their hegemony (Dalal, 2011). Following the first group, the risk of violence can be best reduced by empowering women through engaging them in jobs, thereby invigorating their bargaining power within families. If share of financial contribution of women at homes increases, it might boost their bargaining position, which will ultimately shield them from vulnerability of IPV.

Women with economic independence substantially affect their position in the society. If women are independent in economic domain and allowed to go for work outside the houses, there are few chances that they fall prey to violence (Saikh, 2003). Women in the urban area, having permission of the male persons, are reinvigorated to participate in economic activities and work outside their homes to share household economic burden (Kadir et al., 2003). When women become economically strong, it strengthens their decision-making power at houses, though not bearable in some societies. Men try to control their actions by inflicting violence on them (Niaz, 2003). It is usually settled that if a woman is educated and engaged in paid job, she can better shield herself from the violence against herself.

In line with the second group, literature shows that in many cases, women have to bear the brunt of IPV, when they are employed or busy in some kinds of paid jobs. Majority of women doing permanent paid jobs, part-time or casual work, are usually found exposed to partner's violence. Such action of partners badly influences their job performance. In some cases they have to quit jobs, in other cases, due to not showing up to the mark performance, bring them bad name in the organization. Consequently, wages of women, inflicted with violence, are 60% lower, in contrast to such women who are not inflicted by violence at workplace (Jatfors, 2017).

Enumerating the reasons of violence against women in context of India, the common culture with Pakistan, (Dalal, 2011) maintained: i). A woman who strives to work for the better economic position of her family has to face IPV, because her working outside home collides with the husband's hegemony at home; ii). if the earnings of wives are greater than their husbands, there are more chances for them to be abused. However, the core motives for IPV against women in India could be elucidated via intricate phenomena counting socioeconomic disparity in power and rights, familial ladder, and marital associated norms (Dalal, 2011). Dalal further narrates that economic empowerment woman is not the only condition that saves her from domestic violence unless, it is augmented by higher education, and structure of cultural norms about women are changed.

In Pakistan, the causes of IPV against women are also attached with patriarchal norms of the society. Women are inflicted by violence and face gender discrimination on day to day basis due to such cultural norms. The violence against women in Pakistan

is mainly caused by violation of women's rights, results in the humiliating of their social status (Bettencourt, 2000).

According to Human Rights Commission of Pakistan, during 2020 Pandemic lockdown, about 90% women had to bear the domestic violence where, 4775 cases were reported according to Aurat foundation, an organization in Pakistan.

The main cause of violence against women in Pakistan is the lack of laws regarding women's rights. The violence against women takes numerous forms, and harms the development of the society, unambiguously in the rural areas of Pakistan. Violence against women, which has taken different shapes, viz., cultural, social and institutional, includes different forms of honor killing, wani (A traditional exercise to diverse tribal areas to settle down the clashes by switching women from one family to another for the compensation of conflicts though unlawful under Pakistan law). Wattasatta (cross marriages) and physical abuse (Pakeeza, 2015). Such malpractices are extensively deplored for violating rights of women to perpetuate gender inequality).

As the violence against women especially, those who are engaged in some sorts of paid jobs is impacting large number of women around the globe, so its solution has been sorted out from time to time, on global forums.

In this context, the “1994 International Conference on Population and Development, “advancing gender equality and equity and the empowerment of women, and the elimination of all kinds of violence against women, and ensuring women's ability to control their own fertility are cornerstones of population and development-related programs” (United Nations, 1994). Alongside, Article 34 of the Constitution of Pakistan reads that “steps shall be taken to ensure full participation of women in all spheres of national life” (Government of Pakistan, 1973)

Similarly, during June 2019, the International Labor Organization (ILO, 2019), in its Centenary Conference, in its recommendations, also enclosed the domestic violence and its influence at job places. The Preface of the Convention recorded that frequency of domestic violence might damage not only employment and productivity but also health and safety of women. It proposed that governments, and organizations of workers, and employers' and institutions of labor market should help, along with other measures, to identify, and address the influences of domestic violence(IPV). And Convention requires its members to take proper measures to identify the effects of domestic violence and lessen its impact at job place (ILO, 2019).

It is so painful that women who engage in paid jobs, their intimate partners/ husbands use physical and psychological/ mental violence, which is a deliberate effort to pull them out of job. Such a ruthless behavior toward women, keep them in doldrums to carry on their jobs. And due to continuous episodes of violence they off and on remain absent from job which make their performance poor at job places. There are several negative outcomes of IPV on women. In case of women inflicted by IPV in Pakistan, it is observed that they are more probable to face miscarriage (6.7%), stillbirth/ abortion (5.3%), complex acute illness and severe pain scores, suicidal inclinations (9.3%), and depression compare to women with alike characteristics but

are free from IPV (Khalida et al., 2019). The physiological and health influences of violence against women and girls (VAWG) also carry economic and societal costs that are not only paid by women and their families but also cast its impact on society and the overall economy. Women inflicted by any kind of violence frequently miss work days and their labor productivity is found lower in comparison to women who are free from violence.

The focus of the current study is to estimate the costs of violence paid by women in terms of their job performance (e.g., being less productive due to absenteeism from work; by missing working days, and presenteeism: being less productive).

## **Literature Review**

Literature of 1990s indicates that due to intimate partner violence, many women quit their jobs.

Lloyd (1997) in a study in America demonstrated that violence hit women were observed to be more likely to quit their jobs and left unemployed, and reported added health issues where, 18% of participants stated to have undergone physical violence, 11.9% reported even more severe physical violence, and other 40.03% reported direct vocal belligerence. Byrne et al. (1999) through interviews, conducted at three waves in one year interval, taken from women aged 18 to 34 years indicated through chi-square test that women who underwent fresh domestic violence were more likely get out of jobs at third wave of interview in contrast to the women who were free from any kind of recent violence. Browne et al. (1999) showed that IPV had a devastating influence on women to continue themselves in paid jobs. Other factors that also affect women's continuation in jobs included age of women, number of children below age of five years, and, low mental and physical health. Lloyd and Taluc (1999), using binary logistic regression concluded that women in Chicago fell prey to male violence, which badly affected women's efforts to keep up themselves in employment. Conversely, lower education level, health, minority status, and children count in the family reduced the likelihood of women to sustain themselves in employment.

As for as job performance concern, McFarlane et al. (2000), through descriptive analysis indicated that 87% employed women faced harassment from IPV, which in turn, lowered their productivity at work places. Riger et al. (2004) determined, through hierarchical linear regression, training while in job, children count, and fresh IPV badly affected women's work stability. Findings of Tolman and Wang (2005) concluded that women's yearly working hours were substantially reduced by domestic violence along with other factors viz., kids under the age of 6, problems related to transportation, and lack of professional abilities. Lindhorst et al. (2007) indicated a, adverse impact of domestic violence on women's job status as the psychological distress is to linked unemployment. Villarreal (2007) revealed that partner violence harmfully influenced the women employment status, by the level of control held by male partner. Crowne et al. (2011) revealed an inverse association between IPV and employment stability of

women. Adams et al. (2012) indicated that working women who were inflicted by domestic violence were restrained 3.06 fewer months at job, on average. Borchers et al. (2016) found that employed women bore the brunt of intimate partner violence to keep themselves in jobs. On the other hand, the findings of Paul (2016), exhibited that there existed positive association between domestic violence and women labor force participation. It was contended that women who inflicted by violence tried to put themselves in labor force to spend their time outside home in order to protect themselves from domestic violence.

Demographic variables also impact job performance of women. Findings of Asif et al. (2015) showed that the women of higher age group have more likelihood to be in the labor force. The education level of husband, and women having kids under age of 5 years were less likely to involve in paid jobs. The count of dependent members in a family push woman to plunge into labor force so that family requirements could be fulfilled. In this context, Shaheen et al. (2015) concluded that number of dependent members in the family had a positive impact on women's choice as an active employee while had contrary impact id observed on self-employment and underemployment. The gravity of patricentric family system also forces women to quit education and employment engagement (GoB,2006). In Pakistani cultural context, married working women living with in-laws bear the brunt of different inherent challenges like good relationship with in-laws. Which load them overdoing families' obligations. Women strongly grasp and believe unless they make their in-laws thrilled with their work at home, they would no longer be permitted to continue their jobs (Kousar, 2005). It is found that women's job gets plagued by the family and family gets disturbed by work life. The undesirable results e.g., job discontentment, poor job performance, frequent absence from work and coming late at work are observed if there is no/less support from the families (Benazir et al., 2021).

There are very few studies in Pakistan, that examined the role of intimate partner violence on the job performance of women. Grounded in the scarcity of indigenous literature in the field of study, the current study was conducted to examine the role of intimate partner violence and demographic factors that impact women' job performance.

## **Research Question**

What is the impact of intimate partner's emotional and physical violence and demographic variables on women's job performance in southern Punjab, Pakistan?

## **Hypothesis**

H1: Intimate partner violence and demographic variables (women's age, their years of schooling, area of residence, number of children under age 5, family system, women's own income, and household size) significantly predict their job performance.

## Method

### Sample

For the present study, primary data were collected from working women of southern Punjab. The mixed sample technique was used. Primarily, to represent southern Punjab, four city districts (Multan, Bahawalpur, Khanewal and Vehari) were purposively selected. Then a sample of 100 married women aged between 18 to 49 years ( $M = 39.66$ ,  $SD = 10.67$ ), the age of being able to work (Borchers, et al., 2016), from all city districts was purposively selected. Through a snowball sampling technique, the sample was taken from both the rural and urban areas of each district. The participants were approached at their homes or at job places or by phone calls, though some of the women showed their disapproval to take part in the survey. The inclusive criterion of sample was married women engaged in some kind of paid jobs (e.g., school teachers, lady health visitors, bank employees, Single, divorced, separated and widows were excluded.

**Table 1**

*Demographics of the Sample Women(N=100)*

| Variables                | Range           | Percentage |
|--------------------------|-----------------|------------|
| Age of women             | 18-25           | 20%        |
|                          | 26-33           | 30%        |
|                          | 34-41           | 35%        |
|                          | 42-49           | 15%        |
| Education years of women | Years           | Percentage |
|                          | 30              | 30%        |
|                          | 50              | 50%        |
|                          | 20              | 20%        |
| Women's Income           | Range           | Percentage |
|                          | 50000-750000    | 48%        |
|                          | 76000-100000    | 40%        |
|                          | 101000-125000   | 12%        |
| Family System            | Types           | Percentage |
|                          | Nuclear         | 26%        |
|                          | Combine         | 74%        |
| Children age of women    | Age             | Percentage |
|                          | 1- 5 years      | 45%        |
|                          | 5-10            | 30%        |
|                          | 10-15 and above | 25%        |
| Areas of Residence       | Types           | Percentage |
|                          | Rural           | 40%        |
|                          | Arban           | 60%        |
| Household size           | Members         | Percentage |
|                          | 5-7             | 44%        |
|                          | 8-11 members    | 66%        |

## **Instruments**

**Job Performance Survey.** Job performance of women was used as a dependent variable. Guided by theoretical concepts given by Motowidlo et al. (1997), the Job Performance Survey was prepared. The survey measured the job performance of working women as the quality of everyday jobs performed (e.g., efficiency, productivity, readiness to take initiatives, and the degree to which the women's work brings value to the organization and her status among co-workers). Items measure the performance of the sample women engaged in paid jobs :1) "I frequently remain on leaves and skip job days (Yes=0 and No= 1); when I am on duty, being mentally upset, my concentration on work is badly affected (Yes=0 and No= 1); I do not voluntarily participate in any additional duty that can enhance my good will for the organization (Yes=0 and No= 1) ; 4); During duty hours, sometimes, I take short leaves (Yes=0 and No= 1) ; 5); I feel my colleagues do not give me respect at the job place equal to others (Yes=0 and No= 1). Cronbach alpha of the survey questionnaire was .72 for the present study and the average scale-level content validity index (S-CVI/Ave) was .95 by the three experts.

**Intimate Partner Violence (IPV):** The core independent variable used was intimate partner violence (IPV). The IPV was measured with modified Conflict Tactics Scale developed by Straus(1990). The scale consists of different questions to determine the violence on women e.g., either husband pushes, kicks, hits, or threatens the woman etc. The intimate partner violence (IPV) comprised of emotional and physical violence questions. The separate IPV indices were constructed, by adding the responses of individual women, for emotional and physical violence each. In the context of Pakistani society, as there is no concept of partner without marriage, IPV means the violence inflicted by husband on his wife. Cronbach alpha of the survey questionnaire was .88 for the present study.

**Demographic Variables.** The Education of women was taken as Years of schooling of women (YOSW). The age of women (AGEW) meant chronological years of age of women. The area of residence (AREAR) was represented by 1 if it was urban and zero otherwise. Number of children under age 5(NOCU5) meant total number of children in the family under the age of 5 years. Family system (FSYS) meant joint=1 and nuclear =zero. Income (INCOME) of women from all sources was taken in Pakistan rupees. Household size (HSIZE) meant number of persons living with women at home.

## **Procedure**

Initially, sixteen women, who were experiencing intimate partner violence, already known to the authors were contacted and were requested to take part in the study. Once they showed their consent, they were requested to contact some other women who were experiencing the same and take their consent to participate in the survey. So, via snow ball sampling technique, authors were able to approach 118 women, but six women were not fulfilling inclusion criteria, five refused to complete

the survey, and nine survey forms were found incomplete. So, analysis was run on a sample of 100 women. All the authors collected data with the help of their informants. Women were either approached at their workplaces or homes as per convenience of the participants.

## Model Specification

To assess the influence of partner violence (physical and emotional violence) on women Job performance The following Binary Logit model was used to attain the result:

JOBP-

$$\text{PERFORM} = \beta_0 + \beta_1 \text{AGEW} + \beta_2 \text{YOSW} + \beta_3 \text{AREAR} + \beta_4 \text{PHYV} + \beta_5 \text{EMOV} + \beta_6 \text{HSIZE} + \beta_7 \text{INCOME} + \beta_8 \text{NOCU5} + \beta_9 \text{FSYS} + \mu$$

Where  $\beta_0$  = intercept and  $\beta_1, \dots, \beta_9$  are slope coefficients of the relevant variables.

Job -PERFORM = Job performance of woman

AGEW= Age of Woman

YOSW= Years of Schooling of Woman

AREAR = Area of Residence

PHYV= Physical Violence

EMOV= Emotional Violence

HSIZE= Household Size

INCOME = Women own Income

NOCU5= Number of children under age of 5 years

FSYS= Family system

## Results

Table 2 shows binary logistic estimates of IPV: physical and emotional, on job performance of women along with demographic variables. Before running binary logistic regression, Pearson's correlation was estimated and all variable showed significant correlations with each other and with job performance as well so, all variables were entered in logistic binary regression.

**Table 2**

*Analysis of Binary Logistic Estimates of Impact of intimate partner's Violence: physical and emotional violence and Demographic Variables on Women's Job Performance (N=100)*

| Variables | Coefficient | Odds Ratio |
|-----------|-------------|------------|
| PHYV      | -2.153      | 0.116**    |
| EMOV      | -1.765      | 0.171**    |
| YOSW      | 0.605       | 1.831*     |

|          |        |         |
|----------|--------|---------|
| HSIZE    | -2.765 | 0.063** |
| INCOME   | 0.301  | 0.740** |
| NOCU5    | -1.927 | 0.146*  |
| FSYS     | ---    | ---     |
| AGEW     | ---    | ---     |
| AREAR    | ---    | ---     |
| Constant | 33.268 | ---     |

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**Cox & Snell R<sup>2</sup>**

**-2 Log likelihood**

**Source:** Author's Calculations. **Note:** \*\*\*p-value <0.01, \*\*p-value < 0.05, \*Insignificant

Table 2 indicates that six variables appeared to significantly impact the women's job performance viz., physical violence . emotional violence, years of schooling of women, household size , women income, and number of children under age of 5 years . As the regression used in the study in binary logistic/logit model, where dependent variable ranges from zero to one, where results are not interpreted with respect to the values of the concerned coefficients , hence the coefficients sign show the nature of relationship whereas odd ratios explain the likelihood of the happening of the impact. If the odd ratio is greater than one we say that it is more likely and if its value is less than one we say more likely. So the results of the Table 2 are discussed with respect to the odd ratios given in column 3. Family system, age of women, and area of residence appeared as nonsignificant factors to determine women's Job performance .

## Discussion

The impact of physical violence on women's job performance appeared to be negative and statistically significant(see Table 2). The value of odd ratio is less than one (0.116 ), meaning thereby if women are inflicted by physical violence, they are less likely to perform good at job place. The impact of emotional violence on women's job performance appeared to be negative and statistically significant. The odd ratio is less than one (0.171), which means in case women are emotionally tortured, it is less likely that their job performance is good. The finding is similar to the findings of previous studies (e.g., Lloyd, 1997; Lloyd & Taluc, 1999 ; Lindhorst et al., 2007). Lloyd (1997) concluded that in America women engaged in paid jobs were kept inflicted by both physical and emotional violence , more of emotional violence was observed than physical violence during the study days. Results are also in line with Byrne et al. (1999), who reported that during three waves in one year interval interviews, women who experienced recent domestic violence, performed poor jobs and found it hard to stay in jobs or were more probable to carry on their jobs and were likely to be unemployed at

third wave of interview in contrast to the women who did not experience fresh violence. So the women who are constantly bear violence, primarily are left with poor performance and their continued inefficiency recedes them to be out of work. The results coincide with Riger et al. (2004) that intimate partner's violence inversely linked to women's job performance and job stability. Results are consistent with the work of Tolman and Wang (2005) and Villarreal (2007) that women's job performance was badly affected by domestic violence that their annual work hours were considerably decreased. Result are consistent with (Adams et al. (2012; Crowne et al., 2011; Lindhorst et al., 2007) that domestic violence (e.g., psychological distress) led women to poor job performance.

The results showed that demographic factors also appeared to impact women's job performance (see Table 2). Women's education level appeared to positively affect their job performance. The value of odd ratio is 1.831 i.e., greater than one which means when women are more educated or their years of schooling increase, there are more chances for them to exhibit good job performance. This is because women who get higher education gather more skills which bring Job opportunities for them. Women's education not only brings economic outcomes but sprout familial and social benefits such as participation in decisions about children's education and marriage and also decision making about family budget. The result is in line to the findings of previous studies(e.g., Ince, 2010; Shaheen et al., 2015).

Household size appeared to be statistically significant negative determinant of women's Job performance. The odd ratio is less than one (0.063) meaning that as the number of family members increases, it is less likely that women's job performance is good. The negative association indicates that a woman living in large family has fewer chances to perform well in their job because she has to give more time to her family with growing responsibilities. Hence women have scant time to participate in earning activities. The findings are similar to the results of studies by (Lloyd & Taluc, 1999), and (Shaheen et al., 2015).

The impact of women income appeared as statistically significant negative determinant of women's Job performance. The value of odd ratio is 0.740 i.e less than one which means when women earn more., it is less likely that women's job performance is good. The justification of this association is that if husband meets most of the economic needs of the family and a woman earn little money, she is less likely to perform well at work , and is less motivated to perform well on job and does not show efficiency at workplace. The result is similar to the results of a study by (Faridi et al., 2009).

Number of children under age of 5 years (NOCU5) proved to be negatively affecting women job performance. The odd ratio is less than one (0.146), which means women having children below the age of 5 years are less likely to exhibit good job performance . It is due to the fact that when children age is tender, their needs are fulfilled by mothers. So women have to spend more time at home to bring up their children and their jobs performance remain low. Our result is in line with Riger et al.

(2004) and Browne et al. (1999) who determined, number of children, and latest intimate partner violence inversely linked to their work stability.

### **Implications**

The results have implications for all the organizations, where women work. When women do not show up their motivation for work and do not perform well at work, the administration should look at their negative circumstances at home and other demographics, before taking decisions to suspend them from their jobs. Counseling services are recommended at workplace to enhance the character strength of women and address their emotional turmoil and psychological problems, resulted from intimate partner violence, so that their mental health is safeguarded and their job performance is improved. To control the intimate partner violence against women, generally in Pakistan and particularly in southern Punjab following policy implications are suggested. Laws and legislations should be implemented in true letter and spirit. Certain laws against the violence on women exist but their implementation is not materialized. Considering IPV as personal and private matter of the family, Pakistani society and victimized women hesitate to report this issue. It is therefore needed awareness programs that give confidence and protection to women to stand for themselves. Education is one of the vital factors that could make women to take stand to save their jobs and become assertive in their relationship with their husband

### **Limitations and Recommendations**

This study was only limited to southern Punjab and also focused on only physical and emotional violence, so future studies should include sample from other provinces of Pakistan to increase the generalizability of results. Impact of other types of violence on job performance also needs to be measured in future studies. Very few women had completed higher education that limit the generalizability of results of the current study, so in future studies more sample with higher education should be included. The sample was restricted to lower middle and middle socio-economic status, so it is recommended to collect future data from the women from affluent families as well.

### **Conclusion**

The violence against women is a serious issue and needs to be recognized at each level. Women who experience intimate partner violence may not be able to concentrate on their job that lowers their job performance and bring bad name for them at workplace. On the basis of positive impact of education on job performance, we recommend that government should make education compulsory for girls and women, particularly, in rural regions, so that they become resilience and face challenges in a healthy way .

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