



National Qualitative Research Report of FINLAND

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1. Methods and data

The aim of the qualitative part of the Gender Violence Effects indicators (GVEI) research was to gather the effects of women's experiences of violence in the home and in the workplace, to analyse the women's accounts of the multiple effects of violence and carry out research. All three stages of the research were carried out in Finnish and Janet Lyon has translated the report into English. The research data was gathered through semi-structured thematic interviews. In this qualitative research stage the effects of violence have been examined from the overall perspective of the women's lives, taking into account all aspects thereof. In this study of the effects of violence six study dimensions were used, drawn up in cooperation with the projects's partner organisations: the effects of violence on women's health, housing, economy, labour, social relationships and legal processes. All interviews, regardless of the topic, were carried out on the women's own terms and the topics arose in a different order and with different weight in each interview. All interviews were recorded and a two-five page summary written up of each one, including direct citations from the interviews.

In the Finnish part of the GVEI research 16 interviews were made, 8 of which dealt with domestic violence experiences and the other eight with violence in the work place. Thirteen interviewees took part in the research, as three individuals were interviewed regarding violence experienced both in the work place and in the home. Their participation in both interviews is very significant from the point of view of the results, and their experience highlights the fact that women may experience violence because of their sex in all stages and dimensions of life. Both interview groups included an interview with an immigrant woman. The majority of the interviews were carried out in a meeting room set aside for the purpose at the university. Five interviews were made in a quiet café, one in a restaurant and one at the woman's work place. The interviews ran from one and a half hours to three hours at a time. All women were interviewed once, with the exception of the three women who were in both target groups.

It was significantly easier to find women who had experienced domestic violence for research purposes than it was to find women who had been victims of violence at work. There could be many reasons for this. Violence in the work place is less spoken about publicly than domestic violence and only recently have a few workplace violence reports been published (Sandelin 2007, Virkki 2007) showing this to be a separate phenomenon. In order for a phenomenon to be dealt with it helps to talk about it, acknowledge it and assist the victims.

The interviewees were volunteers who made contact on the basis of both research and project information (cf. appendix). Information was placed on university notice boards, two local shop notice boards, three workplace health centres, the local office of the Red Cross, the local office of associations working in the social and health sectors and a women's shelter, from where a contact person posted it on to three clients at their discretion. The information was also sent out by email to the Women's Studies list, those working with violence, both officially and voluntarily, and three private individuals.

Of the domestic violence interviewees, three came via the women's shelter; one had seen the notice at the health centre, one at the university and the rest were amongst those who received the information via email or through my personal contacts from my private life or voluntary work. Of the work place violence group, three came via the domestic violence interview. Two of them had received the information from the women's shelter, and one I had been in touch with electronically about the subject of domestic violence. There was also a woman in the work place violence group whom I had been in touch with separately and whose story was already known to me. Two others had seen the information in the workplace health centre and two others at the university. One of these was up from Helsinki visiting Oulu University when she saw the information.

At this stage of research it is important to bring forward the women's own voice and to use the themes which arose during their accounts. Three of the eight women interviewed about their

experiences of domestic violence describe having experienced serious violence. The classification of serious and lesser violence depends on the gravity of the violence experienced by the interviewee. Serious violence was considered to be having been in fear of losing one's life. In addition to the three women who suffered systematic violence two other women had experienced serious violence, but one of these only once and the other a few times. One of them had been the victim of moderate physical violence for a few years whilst in an intimate partner relationship. Of the eight women who experienced physical violence, the last three had also suffered physical violence but none of them describes having been in fear of their lives. The grade of physical violence in the data is varied: from the slight to the life-threatening. Moderate violence was described as the odd blow. All the victims of physical violence had physical marks. All those who had experienced moderate violence described the effects of the violence as very varied and claimed the incident of violence included much more than just the physical one. The psychological violence might have been particularly devastating, even then when there might only have been light physical violence. All eight interviewees described having changed to some extent in their social and everyday life as a result of the violence.

In accordance to the selection criteria all interviewees had used some form of social services as a result of the violence. One of the victims of domestic violence admitted in the interview that it was the first time she had discussed the matter with anyone outside of her family circle. However, during the interview it became clear that she had in fact been to the social services to speak about her problem some twenty years ago, but the case was not pursued and the woman did not know how or did not dare or even have the strength to pursue the matter. She describes having suffered from systematic violence throughout her twenty year-long marriage. She speaks a lot of her guilt and her great concern over the traumas experienced by her three children and because of the children she feels bitter towards her partner. She mentions having suffered from serious physical violence and from great fear. The violence occurred both with and without the influence of alcohol. Two other victims of violence were forced to flee to a women's shelter. One of the women mentions that her first experience of violence lasted eight hours. During the eight hours the man would tire from time to time and go off on his own and then resume the attack once again until after the eight hours he tired of using violence and fell asleep. The couple were then at a cottage in Lapland and there were no other houses nearby and nowhere to flee to for safety. The alternative was the wintry forest where the partner would have soon found her. The woman says she was certain that she would die and describes now being able to understand what it means to "break your neck ". They were then a recently married couple, and it became evident during the interview that the partner had hit her a few times before this "first time". What is interesting in the accounts is how women define the term violence and the first time, and when they are able to and dare to class the behaviour as violent. This is certainly conditioned by the victim of violence's own history and earlier personal relationships. This woman's story includes a period of school bullying, a gang rape at the age of 15, a violent marriage and a current violent intimate partner relationship. There was a period of 18 years between the relationships during which the woman was able to build herself up again, but during this period she was a victim of psychological, physical and sexual violence at the work place. The woman in question is still in the relationship in spite of the fact that violence continued after the "first time". When the woman fled to the women's shelter after five years of being in the relationship, her partner also received therapy help from there for his violence problem. The woman's partner has not been physically violent during the past year since therapy began, but the woman speaks of not yet being able to trust her partner not to be violent and says it will take time before she is able to trust him again.

Of the work place target group two have experienced physical violence. In both cases the violence has been sexual harassment, in one case touching and in the other groping and a threatening pressure for sex. Otherwise, all other work place interviewees faced psychological violence, one of which faced threatening physical behaviour. In this case the psychological violence consisted of screaming close to the face. The effects of violence were least in the case of the interviewee who was a psychologist and who was threatened by her boss. She was in a position as a professional to explain her boss's behaviour from a psychological perspective and had the full support of her colleagues. The psychological violence she experienced was

belittling and the limiting of the scope of her work. Four interviewees suffered particularly badly from the effects of work place violence. Three of them had also been victims of domestic violence in their intimate partner relationships, two were victims of violence concurrently at home and at work. The third woman was separated from her violent partner when she experienced violence in the work place, but she still had to have some dealings with her partner and had financial difficulties at the time. She was also involved in victims of violence relief work. The fourth victim who suffered particularly badly the effects of violence had her character blackened by work colleagues in influential positions. The power of those inflicting the violence was such that the defamation of character was on many levels and no one could do anything about it. The place of work was a large and respected institution, which made the chances of an individual bringing the perpetrators to justice very difficult. The character defamation affected both national and international work contacts, which meant that the woman's possibilities of continuing her successful career were at an end. As a result, she has had to end all her international network contacts and carry out work in such a way that she can maintain a low profile in order to protect herself.

One of the victims of work place violence was a student who had experienced violence in an institute of further education at the hands of one of the workers or lecturers. The other interviewees were a curator, a cleaner, a support worker, a psychologist, a teacher, a nurse and a professor. One interviewee placed themselves in the 18-30 age bracket, four in the 31-45 age range and the remaining three over 46 years of age. The domestic violence interviewees' age distribution was different. Three of them were in the 18-30 age bracket, three in the 31-45 age range and the remaining two were over 46 years of age. The age distribution of the interviewees is as follows:

Age	Domestic violence Number of interviewees	Work place violence Number of interviewees	Total
18-30	2	1	3
31-45	4	4	8
46+	2	3	5

The domestic violence interviewees were named Piia. Piia comes from the letter P, on the basis of the definition of (Intimate) partner violence. Likewise, the victims of work place violence were named Venla on the basis of the letter V, according to the term Work place violence. Numbers are used to identify all Piias and Venlas. The numbers do not represent the order of the Piia and Venla interviewees, but rather are picked at random.

The final part of my qualitative research includes a summary of the feedback from three Focus Groups concerning the research data and its preliminary analysis.

2. Violence in the intimate partnerships – women's perspective

2.1 Understanding gender violence in intimate partnerships

Knowledge is required in order to understand violence. The interviewees describe how the experience of violence destroys their ability to understand the situation and how the effects slowly and stealthily creep in as part of life. In all interviewees the violence has typically brutalised them over time. The limits of violence have shifted somewhat in all the women interviewed, although they are all amazed that they could not see they were being oppressed and physically abused and how they did not immediately recognise the violence.

there had been this or that small slap which I had not taken seriously. I mean something really little and then the psychological violence which has slowly come out of that. (Piia5, 26)

Violence colours the victim of violence's picture of reality. It becomes clear from the interview data that the unpredictable and surprising nature of the violence is influenced by the fact that

the victim is not able to understand or take in what has happened. What actually occurred dissipates somewhat so that the victim cannot grasp and consequently cannot examine it. Piia2 examines her feelings:

...certain events just were left there and when they happened all the time, they just built up and became for me a chosen state of affairs and I just became an outside observer of my own life and to ask were things really like that and was this really my own life and did this happen like that and what will follow next. In a sense I adopted to a certain extent the kind of role of a transcendental observer and suddenly felt myself to be totally disconnected from our intimate partner relationship.

The inability to recognise the violence they were suffering relates to all the women interviewed in that the concept of normal limits has become blurred as a result of the violence. However, it is worth noting that the women I interviewed were very aware of the physical violence from very early on, but at the same time the psychological violence was more difficult to identify, especially when the situation was well developed.

But then psychological violence is really bad as you don't really understand anymore where the limits are. I don't know anymore today where the limits are. Then I should study so that I realise what is allowed and what is not allowed (....) yes I am always really "lost", and then when it's so unpredictable, that sometimes there are good days therefore your mind has no time to get used to the fact that once again he will start talking weird. (Piia1, 29)

To be hurt either mentally or physically is confusing and all the women interviewed felt the need to explain it. By explaining the occurrences the victim of violence tries to control the situation and in particular to feel their own safety. The models of explanation tend to support the perpetrator of violence. Piia1 thought her anxiety to be a result of her pregnancy and an unstable professional situation, Piia2 explains away violence such that the perpetrator of violence does not trust her yet at the beginning of the partnership or her religion. On her part Piia3 describes how her partner loves her so much that he is so jealous and threatening. Piia4 just believes her partner to have a fiery nature. Piia6 feels that her partner was reacting to the death of a child and Piia8 believes herself to be a poor and unsuccessful wife. Each of the interviewees' solutions was to change their behaviour in the direction the perpetrator of violence wished and thus prevent violence.

Immigrant women have a heightened risk of being subjected to violence due to their marginalized position in comparison to the majority population. The lack of language and the limited knowledge of the culture make it possible for wrong beliefs to be maintained and as a result many forms of violence. Piia8 describes in her interview this risk for immigrant women to be victims of violence:

Here it is really different. Culture shock. They (...) give men money, don't even know that the child benefit is meant for them, their bank accounts. Many don't even have a bank card (.). I have blamed myself, that I am the guilty one here and that there is something wrong with me as I have been told year after year that there is something wrong with me. That I am too dark, that I have too much makeup on or something like that or I should not be dressed this way or that. In the end only a tracksuit and trainers are acceptable. I thought it was normal, that this was a different culture and I am a wife and I must obey.

2.2 Gender violence effects

The effects of violence are far-reaching and affect all aspects of the victim's life and activities, thus making it at times difficult to classify the effects of violence according to themes. Although all six of the dimensions (health, relationships and social life, economic, housing, labour, legal) are dealt with separately in this study, it is worth pointing out that they overlap and influence each other through the other. So when the violence weakens the victim's health,

it subsequently affects their abilities to cope in working life and also their financial situation. Similarly, a weakened agency can be seen in housekeeping and legal affairs for their own good. The interview data illustrates how a weakened agency in its turn affects their health, etc.

The shame resulting from the violence, the change in behaviour, the loss of self-esteem, and the effect of the violence on the break down of the victim's personality have a clear and strong effect from the perspective of all dimensions: the victim's health, relationships and social life, economic, housing, labour and legal. Because shame, changed behaviour, loss of self-esteem and changed personality are present throughout the examination of the effects of violence and their exact place cannot be found, I should like to point out their importance at the beginning. They construct the basic contexts of my interview data within which the victim of violence lives and acts.

According to the women I interviewed, shame and guilt are the first feelings that arise from the violent incident. Shame alone affects the victim's behaviour, when the victim begins to hide the occurrences. The interviewees also point out that the shame and the secret keeping make them tired, which has far-reaching effects on their health. Above all, the feelings of shame affect their self-esteem and their ability to operate at all levels of everyday life. All three dimensions of the effects of violence, physical, psychological and sexual, are linked to the loss of self-esteem. Moreover, the undermined self-esteem diminishes the victim's ability to act independently and thus recover from the violence. It causes distress, which in its turn weakens the mental health, and at the same time affects physical health, from which it is difficult to recover. For this reason loss of self-esteem often manifests itself in physical and social symptoms and in addition to affecting their health, also affects all dimensions: relationships and social life, economy, housing, labour and the ability to turn for legal help.

It can be seen from all interviews that violence causes changes in the victims' behaviour. The change in behaviour acts as an indicator of the violence experienced. The greater the change, the greater the threat of the violence suffered by the victim. The scope of action and behaviour are part of a woman's agency, which are linked to their behaviour. The restriction and limiting of the victim's agency affects the woman's self-awareness by shaking it up and changing her personality completely. The change of personality is linked to the control of their own behaviour, adjustment and flexibility to prevent the violent incidents.

There was this kind of personality change which I didn't notice then but noticed later on when I started to analyse the situation...(...) I realised that I always had this small feeling of apathy, yea, you kind of recognise it. (Piia1, 29)

Piia6 also describes the effect of violence on the personality: *Well, everything then changed. I'm not at all the person I used to be. Not at all. It's such a complete change, which has happened in me.*

2.2.1 Health

The interview data clearly shows that the suffering of violence affects health. Already the first outbreak of violence affects the victim's state of being and consciousness. Psychological and verbal violence have a direct bearing on the weakening of the state of mental health. Violence results in uncertainty and insecurity, and thus leads to personality change, anxiety, exhaustion and depression. According to all interviewees, psychological and verbal violence also affect the victim's physical and sexual being. Verbal insults, shaming and abuses often cause physical symptoms. According to the women's accounts the effects of physical and sexual violence always include in their part dimensions of psychological violence and all that this entails.

According to the interview data, psychosomatic symptoms appear to be typical results of violence, which erupt from the threat of violence and the fear connected with it, as well as the continued state of anxiety. Typical psychosomatic symptoms among the women interviewed were head, stomach and back pains, arrhythmia, panic attacks, muscle tension and tremors.

Four of the interviewees describe having suffered post-traumatic stress. On the basis of their interviews it can be gleaned that at least two more women have suffered it too, as the symptoms they describe all point to post-traumatic stress.

Psychological and physical violence in themselves affect the victim's concept of their own sexuality. The women interviewed describe themselves as having experienced *frozen* sexual feelings towards the perpetrator of violence, and as a result they easily feel themselves to be abnormal. Two of the women had been to the doctor's because they felt themselves to be abnormal, as they were unable to meet their partner's sexual needs. In their accounts the women protect themselves from possible violent incidents and disappointment by seemingly *freezing* their feelings towards and desires for the perpetrator of violence (cf. Perttu 2003). The mental devastation and the experience of insecurity cause all the women interviewed to build a shell around themselves, within which they shut themselves.

Sexualised violence is extremely hurtful. Four of the interviewees specifically tell of violence as sexualised violence, but all eight describe in one way or another the general consequences of violence on their own sexuality. Sexualised violence involves total oppression, which results in the interviewees *freezing*, as well as depression, anxiety, panic attacks and psychosomatic symptoms. Sexualised violence involves fear, as a result of which trust of others and all males in general crumbles away. One interviewee describes still not having found her own sexuality today as she turns fifty as a result of the sexualised violence. According to the interviewees being forced into sex involves blackmailing.

He blackmailed me through the children, always (...) when the children would wake up at night from a nightmare and started to cry and scream for mummy in the dark room. He wouldn't let me keep a light on there, and if I went to go there he would go straight to the door and block the door, saying I couldn't go to the kids unless I had sex with him. (Piia6)

Suggested variables:

depression, behaviour and personality change, the right to define their own sexual autonomy

2.2.2 Social relationships

Sociability is an essential dimension of a human being and the sphere of behaviour, which is directly connected to the violence experienced. Initial social isolation and the control of the victim's social relationships are a typical aspect of intimate partner violence. In addition, violence isolates the victims socially through feelings of shame, guilt and loss of self-esteem and these feelings affect the nature of their social relationships. At the same time as violence isolates the victim, the need to be accepted in social relationships outside the partnership increases and affects the victim's recovery from violence. The need to be accepted can, however, in addition to the isolation, be complicated, as according to the interview data violence distorts reality, as a consequence of which the victim feels inferior and worthless. A few of the women interviewed say that they felt they did not deserve other people's social interest. Piia8 describes how continuous verbal abuse, shaming and being the victim of violence stripped her of all self-esteem:

At one stage I had bulimia because of it. I couldn't stand anymore to look at myself in the mirror, I hated myself, above all my physical appearance. In the shops I always looked like this (looks down). I felt that all the time that people who were staring at me were thinking yuk, all the time. I felt I was worthless, a piece of shit.

According to the interviewees social isolation also leads to fear of rejection. One woman tells of being so scared that other people would reject her once they found out about the violence. The covering up of the violence and the feelings of shame often make social life very tough, so

isolation is a means of easing their own burden and hiding the violence. At the same time the social isolation weakens the victim's mental state. Violence and social isolation are intertwined in that each dimension weakens even more the victim's health. The victim's social being undergoes a change and is characterised by timidity and shyness.

Violence has a direct influence on trust in the social sphere. According to the interview data violence makes the couple's relationships with outsiders wary. As a consequence of the violence the ability to trust other people is undermined. The ability to build up trust again takes time and requires many repeated constructive experiences of trust. In general it was the lack of trust in other people and in particular men which was the main reason why the women interviewed who had separated from their partners could not think of ever having another relationship again.

As a result of violence the detached observation of social behaviour is partly protection from possible violence. As a result of this the women feel guilty about outgoing social behaviour and thus minimise it. According to all the experiences of the interviewees violence could still erupt, in spite of their for example avoiding eye contact with other people in social situations. Moreover, being reserved and the avoidance of social situations increase the health effects of violence. In the accounts of the interviewees spontaneity and joy disappear and bring further insecurity and even lack of desire for a social life.

According to those interviewed the social dimension has a two-fold effect on the victim of violence's ability to cope. If the victim has secure social relationships and the safety network from these, it makes recovery from the violence easier, but the social isolation resulting from the violence renders it more difficult to maintain the support network. The power of supportive relationships is of tremendous significance to a woman experiencing violence and self-esteem has a key role to play in defining a victim's social health and recovery from the violence. When telling about their experiences of violence the women generally only expect you to listen, understand and give a name to the events.

Seven of the women interviewed had children. According to the women interviewed the experience of violence weakens their ability to parent responsibly, thus making the tiredness, distress, anxiety, depression and shock resulting from the violence a part of parenting. The experience of violence also becomes part of the child-parent relationship in which the women end up using their power in view of the child's dependency and in which they feel secure. Pia8 describes her experiences:

I was always in a bad mood. I have been sullen and have shouted at my children. I have wound them up. I couldn't cope with listening to their voices and I had to go out. So life wasn't much joy. Not at all.

Six of the seven mothers who were victims of violence in their relationships stress how much guilt they felt towards the children in the situation. The guilt that the women feel for the home conditions endured by the children is an all-consuming state which further strains the mental capacities and abilities to cope. The mothers' guilt is most severe in situations in which the child has become an instrument of violence. The guilt that she has allowed the child to face great fear results in feelings of bitterness towards the perpetrator of violence and it is impossible to shed these. The guilt and the bitterness seem to remain throughout their lives.

Their control of being parents is weakened by the experience of violence and its effects. It becomes clear from all the seven mothers interviewed that along with their own anxiety, tiredness and trauma, their ability and preconditions to meet their children's needs and venting of negative feelings is undermined. The women tell how this noticeably increases the risk of treating the child in a violent manner. Moreover, in the midst of violence the woman can vent her own bad feelings on her children. This weakened experience of parenthood further increases the mother's feelings of guilt and thereby the propensity to exhaustion and to low

self-esteem. The mother's heightened tiredness and low self-esteem on their part increase further the risks of the children being abused.

Yea, of course you notice when you are in a bad mood and are in a bad way and cannot really deal with the kids, you have a much shorter temper.

- *mm, did you take these bad feelings out on your kids?*
- *Yes, I did then when I was being beaten, as I hit my children then, and then I noticed straight away behind the hit or the bad words, a bad mood. (Piia1, 29)*

According to the data the women clung even more to the violent relationship because of the children. Stereotypes and societal attitudes probably influence the women to stay in the relationship as long as possible for the sake of the children. On the other hand, the worry aroused by the child may tire the victim of violence even more and weaken their ability to act independently and make any decision about the situation. In these conversations it becomes clear how not only the violence itself, but also through its effects, reinforces again the role of victim. In four of the cases the children in the end form the basis and provide the strength to break free from the situation. In these cases the children first acted as a hindrance but in the end helped to speed up the process.

Violence also includes violence towards children. Children do not only end up being victims of violence in the midst of the family violence, but the perpetrator of violence often uses the children as an implement of violence. The use of children as an implement of violence is, according to the interviews, an effective means of using power over the woman. After the woman has broken free from the situation and has separated from her partner, her worries concerning her children continue. Nearly always the interviewees told that were still scared of the children's father to some extent and apart from one case all children spend some part of the month at the father's place. Even after they have split up from a violent partner the women still have to appease the perpetrator of violence, in case he should get his own back on the woman by using the children. Moreover, a woman victim of violence in the process of separation and who is already in a critical state generally drowns in the bureaucratic custody process. Even after the separation the men are still able to systematically oppress the women through the children. Whilst describing her children's position Piia3 sums it up:

Just imagine that some grown-up would place you to live every other weekend with a psychopath, as that is what happens to the children (..) We really put our children through a lot.

Suggested variables:

altered and reduced social life, isolation, parenting

2.2.3 Economics

Economics is a central dimension of violence and the recovery from it. Seven of the eight women lived in the same household as the perpetrator of violence and in all accounts violence affected the interviewee's economy and financial capabilities. Five of those interviewed were at work during the interview period and they had salaries. One of them had recently been at home on parental leave looking after the children at home and was forced by the violent situation to go out to work in order to be able to afford a move to a rented flat. Two of the interviewees were students and one was unemployed. All those interviewed had their own bank accounts and debit cards. Three of the interviewees spoke of having to support the entire family from their small income and in seven accounts the perpetrator of violence determined at least to some extent what the money was to be spent on.

In seven accounts of violence the economy consisted to a certain extent in the limiting and curbing of the victim of violence's activities. Financial situation and wealth determined quite far the limits and framework of the agency of the victim of violence. The economic situation

clearly affects the recovery from violence as according to the interview data finance and knowledge are key elements, which are directly linked to the possibilities of the victim breaking away from the violent relationship and recovering from the violence. According to those interviewed the victim of violence is often dependent financially on the perpetrator of violence, when it is impossible for the woman to break free from the violent relationship. For two of the interviewees the fact that they were earning their own income was an essential prerequisite for leaving their current relationship and recovering from the violence. Also in these cases where there was no concrete financial dependence on the perpetrator of violence the women were not always able to leave for financial reasons. This being the case the financial situation in a violent relationship brings with it independence, autonomy and possibilities to act and empowerment. From this comes the possibility or not to act independently for one's best interests.

Holding of the purse strings is one of the partner's means of using power, as described by two of the women. At the same time they are financially responsible for the entire family and have to support the children and family solely on their meagre income. This also meant that the perpetrator of violence was able to use the money for his own personal expenses and purchases. According to the data financial violence also included the destruction of common property. This resulted in isolated, large even, financial problems. Moreover the perpetrator of violence would seize the victim's handbag and its contents (such as purse, phone, etc), and in this way limit the victim's possibilities of leaving.

In those interviews where the women speak of being financially independent, they still felt that the perpetrator of violence controlled their purchases. As a consequence of the violence the victim of violence's self-determination recedes and she begins to live according to another person's will. In these cases the women no longer dared to make purchases independently and this indecision became part of their self-protection against judgment and violence.

By means of financial violence the perpetrator of violence is able to increase the victim's dependency on him. Financial violence means, in addition to money and common property, interfering in the woman's carrying out of labour by judging it and preventing it. Moreover, two of the women helped in the perpetrator of violence's business or with the financial costs of setting it up. This was particularly problematic in the case of the immigrant woman interviewed, who had signed documents she did not understand and as a result is in debt for the rest of her life:

I've had a debt thrown on my shoulders, and I have signed papers when I did not understand the language and did not know anything, he tried to save his own firm from bankruptcy.

If the perpetrator of violence and the victim do not live in the same household, it is easier for the victim of violence to be financially independent. Living together and having joint property render it much more difficult to break out of the relationship. Often breaking free from the violence comes at such a high financial cost, that it becomes difficult to make a decision. Similarly, the financial responsibility for the children's care weighs on the mother, as in Finland the single parent allowance and the alimony paid by the father are small amounts.

Suggested variables:

own income and wealth, financial decisions, financial responsibility, dependence

2.2.4 Housing

All the women interviewed lived in the city area. This being the case they were within reach of social services and compared to the scarcely-populated areas it was geographically easier to flee from the violence to the neighbours or to a women's shelter. There is no difference in the women's use of services either in the city centre or other areas. Four of the women interviewed lived together with the perpetrator of violence, all in jointly owned flats or houses.

One of them was forced to return to the perpetrator of violence or her former partner, even though they were separated, because she had nowhere to live and for financial reasons:

We had agreed that he would pay our rent as alimony. Then suddenly a paper came stating that half a year's rent was unpaid and electricity bills unpaid and (...) Then a decision came that they (social services) would pay part of it if we had an alimony agreement. He refused to sign one, and it dragged on and dragged on. He did everything so that I was once again trapped and dependent on him and that I move back in with him. (Piia8)

A home in the throws of violence becomes the sphere of fear and insecurity. The reason for fleeing from home is fear. In their interviews the women list as places of refuge the women's shelter, a neighbour, a friend, her own parents, a mother-in-law and a locked room in their home. Six of the women fled several times from their shared homes and some of them have used several places of refuge. Five of the women have used the services of the women's shelter. The atmosphere of the women's shelter and places of refuge is not generally characterised by security, but rather is tainted by fear.

I've so often been locked with the kids in the room and been so scared during these twenty years to say anything to anyone. How many times have I woken up at night to hear him lock the door and I couldn't open it as I was so scared. (Piia4, 48)

Only one of the five interviewees who had separated was able to keep the family home by buying her partner out. Four women moved to rented accommodation, and three of them had to leave their own property. However, the move away from the perpetrator of violence does not generally guarantee safety. Four of the interviewees still faced violence from their ex-partner's following their move. The violence was generally verbal, but at its worst contained fear of death, as was Piia2's experience:

He came the week after I had left the shelter and was settling down in the rented flat, and he destroyed the whole place. He burst in and threatened me with a sharp weapon and destroyed all in the flat, of course I fled running out of there.

According to the interviewees, a home in the throws of violence is an oppressive place, to which it is awful to go to and from which it is liberating to leave. The presence and absence of the perpetrator of violence clearly affect the atmosphere in the home. Violence begins to determine being at home through space and time. This being the case, because of the violence being careful at home affects the activities carried out there and how time is used.

(...) but I noticed that I have stopped baking as the other doesn't like it as it takes too much time, so it just got dropped. (Piia1, 29)

Similarly violence determines in the home the space where the woman can be and act. This is partly in an attempt to avoid violence, to avoid it by one's own behaviour and being prepared for it.

No really I had this habit of always taking my keys and purse with me to the bedroom when I went to sleep. They were always there so I could escape through the window. (Piia4, 48)

Piia5 also brings this out in her account:

And then I would make my way to the door and checked there was nothing behind it and then for example a sharp weapon, that they were there in the kitchen. That I shouldn't go to the kitchen. Yea, that I can get to the bathroom and can lock the door.

Generally the women interviewed described home as bleak and cheerless, a place in which their agency has become limited. The data reveals that often the financial control and financial violence render it even more so. The women cannot bring home items they would

wish to independently and they cannot move out if they do not have their own money. In these cases the financial issues force the women to remain with the abuser, in the midst of violence and fear.

Knowing what to expect there, and that the situation would probably only get worse, I still just went walking back home. (...) so that I could get the means so that when the need really came I could really leave with the kids. (Piia2)

The immigrant woman's situation with regard to accommodation is particularly problematic. The immigrant woman describes how she could not return to her homeland and home because of the children. In other words she was not only financially dependent on her abuser but also in many other ways, which affected housing and the possibility of moving out:

I would have left time and time again but as my son is Finnish, without his father's signature, I wouldn't be let out the country. I would have fled already by now. (Piia8)

Often women believe themselves to be responsible for looking after the home. Moreover, in one interview it was stressed that home is a place to which one is attached and from which one does not fancy leaving for a rented flat in a block. It raised the threshold to leave. In addition in this case a familiar and high quality school was an obstacle to leaving, and the children would have had to give up their music classes and hobbies. At the same time the interviewee's home still oppressed the children from the perspective of the depressing and frightening atmosphere in the home.

Suggested variables:

homelessness, ties to the home, agency in home

2.2.5 Labour

Five of the women interviewed had a work contract, two were students and one was unemployed. The only unemployed person among the target group told how the low self-esteem caused by the violence can at its worst so totally isolate you from society that you cannot even look for work because you believe you have no chance of getting any. She had officially been off on sick leave and then became unemployed due to violence at work. To two of the women at work interviewed work was their means of so-called "staying alive", but the other three women were so exhausted by the violence at home that they could not manage their work as they would have liked. One of the students had been working but had gone off on sick leave. Like two of the other interviewees she was a victim of violence both at home and at the work place. The trauma caused by the cumulative effect of violence over the years led to two of the women not being able to carry out their work. The third of them fell ill and went back to work when she had changed employment.

According to the data the perpetrators of violence often threaten the victims through work. In this case violence may manifest itself as jealousy of work and the time spent there, and may involve blackmail and the pressure to stop work and hand in their resignation, even though the perpetrator is not prepared in these cases to give up the standard of living they maintain nor their expenditures.

He was jealous of everything, not only of whether I had other male friends, but also of my time I had to spend at work. The problem was that money had to be spent left right and centre as was our way of living and especially the standard of living he wanted, but I wasn't allowed to do anything anywhere else. (...) And the autumn was just so awful and crazy, with my return to work, which just sort of sparked something off in him, that it was just terrible. If I had stayed with him it would have meant not being able to continue my work. I would have had to hand in my notice. (Piia2)

Another form of pressure manifests itself in the limiting of time at work, when the perpetrator of violence controls and determines what time may be used for work. The perpetrator would also judge and depreciate the woman's choice of profession and work.

The business trips I had to go on were just awful for him. We had such awful rows when I had to go off on a business trip, (...) And it just made me so exhausted. Just then in autumn 2003 I had all sorts of trips, that I had to cancel some of them because of the awful situation at home with the excuse that I was sick. (Piia2)

The exhaustion induced by the violence can weaken the effectiveness and ability to carry out work. Violence may exhaust the victim not only because of the consequences, but in itself. Violence and the fear experienced might result in sleeplessness and the victim being kept awake all night, as Piia4 describes:

Then it keeps the whole family up all night. (..) The kids are also awake. The eldest child then slams his door shut and locks it. Yes, we're all on tender hooks then all of us.

Psychosomatic symptoms and the fear of violence resulted in some kind of sick leave in nearly all the women interviewed who went to work, but at the same time women often experienced their jobs as enjoyable and benefited from the empowering influence of supportive colleagues. In these cases work represented a safe, constant and normal sphere. The work tended to be the channel through which they received positive feedback and was the means through which they managed from day to day. However, one woman says that according to the doctor the heightened activity and agency indicated some kind of manic behaviour.

Relationships with colleagues are an essential influence on the victim of domestic violence's abilities to cope. If they can behave freely at work and the colleagues know about the violence, being at work had a special significance on recovery. These women also experienced that their colleagues did not observe a loss of self-esteem. One interviewee experienced her colleagues as nice but still could not tell them the truth about her private life. In this case the feeling of shame as a result of the violence was strong and the hiding of the truth every day only strengthened this. Both domestic violence and violence from colleagues at work are a multiple risk to people's health and mental capacities. The cumulative violence quickly erodes self-esteem and the will to live. In these three cases the women only had one single special reason and meaning to live, their own children.

Suggested variables:

unemployment, sick leave, the effects of working

2.2.6 Legal

The women I interviewed all had a high threshold to report a crime and to initiate the legal process. Only two of the interviewees have reported a crime and one is considering it. The violence experienced up to now has been systematic and in many forms, and there has been fear to report the crime. For example, the woman who is considering reporting the crime is scared of the consequences of filing the complaint and the abuser's revenge. On the other hand, the crime was reported to obtain a restraining order, in other words to protect themselves and their fear. Reporting a crime leads to the break up of the relationship. Breaking out of the relationship does not by any means always mean reporting the crime.

Besides fear, other reasons why a crime is not reported and the legal process initiated are shame, exhaustion and the protection of the perpetrator. Often calling out the police to a violent incident was seen as shameful in the eyes of the neighbours. One interviewee describes how she twice reported an incident and twice retracted on this in order to protect the abuser and because she was so exhausted:

The first time when I wanted to attend security guard school he said that " I have to retract the statement or I would not be able to go to the school". The second time I just didn't have the strength, I just didn't have the strength. (Piia8)

Breaking free from the violence and the relationship requires that the victim finally gives up every last hope for the relationship to improve and the violence to stop. All interviewees without exception who went through a separation experienced the separation as dangerous. In order for a restraining order to be placed there must be evidence and now many women regret not having called out the police to incidents that they should have. Lack of sufficient evidence of violence often prevents women from reporting a crime.

The legal process can be frustrating. It takes time, requires being active and proof of violence. The legal process has a depressing effect on the women interviewed, and yet at the same time required them to be constantly active. It is essential that all breaches of the agreement on the part of the abuser are reported in order for example for the restraining order to really be able to protect the victim. According to the interviewees the lawyer plays a key role in their being able to have the energy to get through the legal process. It requires a lot of hard work and convincing to get the officials on your side, which in the case of one interviewee turned the entire "machinery" for her protection. One woman claims that abused women would not bother if they knew at the beginning of the legal process just how much work and time the process requires.

Following the separation the sorting out of the children's protection and custody are, according to the interviewees, the first steps in the women's survival process. Custody disputes are often an extremely trying and exhausting process. Those interviewees who had been through the process found that child protection services favour the father's rights towards his children and in these cases did not clearly protect the children in their weakened state of health. It is particularly problematic in the case of three interviewees because following the separation the abuser has used the children even more as a tool of violence and a means of using power over the women. In custody disputes and situations of change for the children are often exposed to varied violence. The women found that it was very difficult in Finland to gain sole custody of the children, even though the situation required it. In practice joint custody tends to mean a continuum of submission to the women.

And then when you separate, so many women need to try to appease their partner so that he wouldn't take it out on the kids. When he gets the kids every other weekend he can still control you through them very well. Or then he does the conversion work, as he did to the boy, like "then you attack mummy with a knife and then you hit her and strangle her". (Piia3)

Suggested variables:

reporting a crime (who, at what stage and under what circumstances), protection of the abuser, custody

3.Violence in the workplace – women's perspective

According to the interview data the recognition and realisation of workplace violence takes time because it develops insidiously as part of social relationships. Violence in the workplace prevents empowered activities and it is experienced as difficult to cope with. Unlike victims of intimate partner violence who have women's shelters to flee to, there is nowhere in Finland available for victims of violence at work. In Finland it is the health and safety arbitrators who act as mediators between the harasser and the victim. In the data only one case of harassment was dealt with through the mediation of the health and safety arbitrators. Four of the interviewees did not even bother to deal with the matter through official channels. The reason for this was the feelings of shame, and in one case the employer refused to deal with the harassment case. It is clear that it is extremely difficult to break free from a situation of

violence at work and the means to do so might be the ending of one's career and abandoning of one's field.

As is the case in intimate partner violence, workplace violence is clearly linked to feelings of shame. These feelings of shame prevent the victim from speaking about the issue and according to Venla6 the feelings of shame differ from those of the victim of intimate partner violence in that the perpetrator is known to the victim and the victim can to some extent read his mind. According to the data the shame results in loss of self-esteem, which in its turn leads to anxiety and depression. Above all the shame has an effect on the social relations at work and thereby affects their behaviour. The victims of workplace violence described a change in behaviour at work, in the same way as the victims of domestic violence, in accordance with the perpetrator's will. Venla1 describes how the victim of violence has to focus and ponder her way of being.

What am I now, what do I look like there, how would I look appear to be relaxed and so that the others would not look at me and see that the fear was there.

All the women I interviewed said that they were not able to understand what was really happening to them during the episode of violence. The violence experienced at work confused each interviewee, and consequently the women speak of becoming unsure of themselves and careful. The confusion turns into anxiety and the anxiety brought about by the workplace violence is so all-consuming that it often carries over into their free time too. Seven of the interviewees speak of not being able to rid their mind of the matter even at night.

To speak about violence is the explanation and breakdown of one's own experience. Venla6 considers self-esteem to be a factor in recovery from violence, especially if there is no possibility of getting any support from colleagues at work. In her opinion leaving the workplace is of no help with the recovery, as the wounds caused by the violence would only remain open. In her own experience, Venla6 would identify a victim of violence at work on the basis of physical symptoms and sleeping problems. Moreover, according to her, a victim of work violence may be recognised by her attitude towards work, and in what frame of mind she carries out her work and comes to work.

These incredible rushes of feeling would burst out from some bad feeling. Social isolation is also a clear sign. (Venla6)

3.1 Understanding gender violence in the workplace

The data indicates that expertise influences the dealing with the violence. Amongst the interviewees there was a psychologist and she was in a position to list the aggressor's psychological problems from an expert's point of view and in this way was able to examine the incidents of violence from a distance. Awareness and the worldview resulting from it also played a role in coping with the violence. The interviewee with the awareness of the psychological dimensions was able to analyse her reactive and rational sides and in this way was able to conserve her agency throughout the violence episode. She worked in an area dominated by women, meaning that the harasser and victim were both women.

One's own history and childhood experiences affect one's perceptions of gender violence. Two of the women in their interviews brought up the death of their parents and feelings of rejection. One of them experienced a strong need for dependency later in life as a result of the fear of loss and under these circumstances she has a tendency to submit to all kinds of power users. Because of this she tells of doing her all so that the people around her would not reject her or leave her. As a result she blamed herself for the violence experienced and did not speak of it to anyone.

In general the interviewees believe that the violence endured in their childhood affects their adult experiences. According to them it particularly influences their own violent behaviour towards their children. They claim that the violence in the workplace affected them through low self-esteem. The interviewees who had a cumulative history of violence felt that their life history itself set themselves up as victims in social relationships: submission to the violence occurs when the violence becomes familiar due to constant repetition.

Women who have experienced violence typically search for explanations. At their worst the explanations would feed a low self-esteem, in other words making themselves even more submissive. In these cases the victims began to seek for the reasons in themselves and they linked the violent childhood incidents with the different areas of their adult lives. Venla3 says having wondered whether it was simplicity or stupidity that she has repeatedly been harassed. Finally she comes to the conclusion that in social groupings the weakest are always harassed, as are those who are in some seen as a threat to others. At the same time, the ones who blend in, though not the "quiet" ones, are left alone. According to her women are easily jealous of each other when threatened.

Two of the interviewees mention the slogan "what doesn't kill you, strengthens you". In general the women mention that they cannot necessarily ever fully recover from the experiences of violence. Nearly all of them felt that their faith and trust in other people and in the fairness between people have been damaged as a result of the violence. One of them in spite of this pointed out that as a result of her own experiences she was in an excellent position to help others.

During their interviews five of the women bring up spontaneously the imagined situation of them being men. Each one of them believes that they would not have suffered such violence had they been men. In some visions they would have been at the height of their career, in which they are highly qualified and their social manner and distinguished appearances would bring possibilities rather than oppression. One train of thought differed from the other four. One interviewee who had a very tough history of violence thinks that women experience violence in one form or the other at each stage of their lives, throughout their lives. In spite of this, she considers that women possibly learn to fear men already in their childhood, and only a very strong intimate relationship and a very strong man can save her from violence. In my opinion her train of thought is in itself contradictory and for this reason also interesting. The thought that women fear men from the outset indicates a possible trauma in the woman interviewed. On the other hand, the belief that only men may save her from violence is possibly a reflection of a patriarchal worldview and social isolation. It is noteworthy that the woman admits to having no girlfriends.

3.2 Gender violence effects

3.2.1 Health

Violence experienced at work and in the workplace limits, shatters and destroys a person's well-being. It lies heavy on the psyche and according to the eight women interviewed results in to some extent sleeping difficulties, from where it spreads to exhaustion and depression. Three of the interviewees describe having gone on sick leave because of the violence at work; two have considered suicide and five have had to have therapy as a result. Venla8 describes the significance of her therapy treatment: *I would in no way be alive now if I had not had therapy.*

Three had received therapy from the private sector and not all had received help in spite of wishing it:

(..) nothing else but medication once again. I can't stand this medication any more, but they won't give me therapy. There's not enough money. It's very rare that someone gets therapy and I can't afford a private therapist. (Venla4)

It was difficult for the victims of violence to estimate the effects of the violence on their health. They were not able to recognise the psychosomatic symptoms caused by the violence, fear, anxiety and stress. Six of the interviewees told that depression, exhaustion, sleeplessness and constant stress resulted in many physical symptoms: loss of memory, migraines, stomach and back aches, panic attacks, high blood pressure, low blood counts, bleeding from the womb, recurrent sinusitis, muscle cramps, tendon infections, teeth grinding at night and sugar level imbalance problems. In two cases the anxiety was so great that the interviewees said they wanted to die.

I really wondered which lorry I would drive under, when I couldn't even bear to go there. Like I really wanted to die. The feeling was really strong and the only thing that was that I began to think of how the kids would survive without me. I have to remain alive. (Venla6)

The consequences of the workplace violence on health are directly linked to how wide the support is among the colleagues to protect the victim or whether there is one single safe relationship with a person. Moreover, the extent and the multi-dimensionality of the effects on health depend on the systematicity and duration of the episodes of violence and cumulative history of violence. Those interviewees whose health suffered most from the episodes of violence were those who experienced violence at the hands of nearly all their colleagues and the three who also suffered violence in their intimate partner relationships. Venla6 and Venla8 were victims of violence from colleagues of all levels, whereas Venla5 had the support of nearly all her colleagues.

The atmosphere in the department was sick. If you think that over a period of eight years three colleagues have been diagnosed with depression, one has committed suicide and one has breast cancer. She says it is the result of systematic oppression and harassment. (Venla8)
My closest colleagues were so wonderful and we also had neighbouring offices, so I knew that there was always back up there. The feeling that I was not alone and that this harassment was directed at my working person helped so that I did not feel so stressed out when I went to work. (Venla5)

The fear of losing one's job can have many kinds of effects, and for instance increase the risk of depression. The situation of the immigrant woman was difficult because she felt the pressure to adapt due to the bad work situation for immigrants and to overcome the violence at work. This was the reason why she did not dare go off on sick leave:

I didn't want to lose my job, as it is difficult for immigrants to find work. I wanted to show them you know what I mean that I was that kind of worker who was never on sick leave, always ready to go wherever, whenever, even walking. (Venla4)

Suggested variables:

anxiety, sleeping difficulties, depression, psychotherapist treatment, sick leave, support network, cumulative violence

3.2.2 Relationships and social life

Violence in the work place manifests itself in the social relationships of the working community. In three cases the harasser was their own boss and in two cases the harassers worked as a small team. In three cases nearly the entire workforce participated in the harassment, and where the work culture was discriminating.

Initially it was really concrete. If I went to a coffee table, all the people there would stand up, and it didn't just affect me but all those who dared to have anything to do with me. (Venla8, 54)

If you wish to avoid violence in the workplace you have to submit yourself to the working community hierarchy, in which it is not possible to support or help victims without you yourself falling to the bottom of the hierarchy. According to the interview data the breaking of relationships among the workforce is significant:

It has a really huge social significance because the social circles are present in the working community. It is really, really hugely important to the well-being of each person after all.

Violence in the workplace affects one's concept of oneself as a social being. In six cases the violence at work resulted in mistrust and doubt beginning to rule the social situations, and consequently the interviewees were outlawed socially. The women speak of having partly isolated themselves of their own will as a means of surviving, even though it was not what they themselves wanted.

This kind of mistrust of all, towards the colleagues who had taken part in this demeaning and psychological violence. It felt as if they had the same opinion as the others but they didn't have the nerve to say it. (Venla6)

Social relations are a means to survive and keep a grasp on life. Two of the eight interviewees did not have anyone they could speak to about the incidents of violence. They ended up on sick leave and away from working life. In these cases the violence suffered in the partner relationship also weighed heavy. Six of them had someone to whom they were able to release the anxiety and distress brought by the violence and two of them could only find an outlet for their anxiety by speaking to their therapist.

Violence in the workplace can be social isolation and this can be maintained through the social network. In this case the victim's position and chances of carrying out work are undermined. Social isolation makes career advancement more difficult and cuts back the scope of work. Venla8 speaks of cages from which she cannot escape due to character defamation at the national and international levels. *One process alone lasted four years, when I applied for a permanent position, I was always sidelined.*

Both submission and fear are linked to social relationships in violence at the work place. The fear of violence may change an individual's personality: *(..) I'm not as open as I used to be. (Venla2)* The fear is linked to the potential of violence, the speaking about the violence and how to survive the social situations at work. Often victims do not dare speak of the violence at work through fear of losing their jobs, as Venla4 justifies her not speaking about it:

I was scared of losing my job and didn't want to lose it. The reputation and the fact that my boss was so violent affected me, and I didn't dare. It was so awful.

To intervene in the violence results in fear of becoming a victim one's self and being shunned. Seven of the interviewees felt that it was impossible for other colleagues to intervene through fear of losing their job.

They didn't really turn against me. They were just scared (..) they did nothing, if they had done anything their own job would have been in question, it was as if they all had their hands tied. (Venla3)

Violence in the workplace has an effect on everyday life and personal relationships. For example, Venla5 described how her relationship improved as a result of the violence at work and nearly all mothers felt that the violence at work undermined their capacities to take care of their children.

When I had him I was going through the last of two intensive years of therapy sessions. It was really hard for me to take care of my child, as I experienced a total shutdown of my feelings at the very beginning. I mean I had no feelings towards my child until he was a few months old. (Venla2)

From the point of view of feelings the equation between the violence experienced at work and that experienced at home is especially complicated where the victim had no safe forum in which to vent her feelings. The pent up emotions were taken out on the children. Venla4 tells how the violence at work had an enormous effect on her being with the children.

Really huge! Imagine in what state I always came home in. I needed some tranquillisers straight away so that I could function.

Suggested variables:

isolation, social relations at work and power structure, people of trust/ network, communicating/speaking/not speaking, aspects of behaviour, experience of parenthood

3.2.3 Economy

Violence at the workplace has a direct or indirect effect on the victim's financial situation. According to the interviewees psychotherapy sessions, sick leave and part-time work are the main part of the costs resulting from the violence. All interviewees without exception had had to go through therapy or go on sick leave at some point in their history of violence. For two of the interviewees out of the eight, sick leave meant that they ended up having to stay away from work for good. One interviewee became a part-timer as a result of the violence. The woman who experienced violence in the institute of further education suffered financial sanctions in that the violence prevented her finishing her studies.

The victim of violence's financial situation is connected to their recovery from the violence. It is not easy to leave one's job and place of work. Often it is impossible to find similar work and the result is a drop in income and standard of living. Recovery from violence can be a huge financial investment. Venla8 describes the expenses incurred from therapy:

It has cost me a couple of Mercedes Benz cars to come out alive from this business. It was expensive.

In addition she describes through a colleague the scale of the possible financial consequences resulting from violence at work:

She has been without work. She lost her house, her health and said that no one else in her family had breast cancer. She was one hundred percent sure that this was a result of the awful treatment. (Venla8, 54)

Blocks and limits were set up at work in the name of finance, for instance work development, carrying out of projects and personal training. Two of the interviewees were required to do work, the expenses of which they had to pay themselves. One interviewee did not receive a decent salary for her work:

I had the worst salary in Finland in my field back in 2002... (..) when my boss was on leave of absence for a year one of our colleagues who was his substitute raised my salary quite substantially. So my boss didn't want to give me a raise and he had presented me with a minimum pay rise but then this substitute went and tripled my salary. (Venla2)

The immigrant woman did not receive any salary at all for her work in spite of the boss having promised to pay an official salary following the training period. The fact that she was not paid and the resulting awful financial situation, together with violence, further helped the development of depression. For work and financial reasons the isolation further aggravated the depression.

Those who were on sick leave and had to give up their jobs as a result of the violence were financially dependent on close ones. One of them had had to move back in with her violent partner, and another was financially dependent on her violent partner and could not consider moving out alone.

Suggested variables:

income, economic independence/dependence, sick leave, leave of absence, reduced working hours, work resources, isolation, sole custody

3.2.4 Housing

The work and the salary obtained from the work make it possible to have accommodation, and to have accommodation might require a work contract. In general, a home is seen as a place of refuge and protection from the violence at the work place. But home was only this for two of the eight cases and still the violence experienced at work and in the institution of further education partially affected their agency and being at home. Three of the interviewees also experienced violence at home, one mentioned that the violence at work was also directed at the home, and two interviewees travelled between two different localities, one of which did not wish to invest in a flat in the place of her work. Home and accommodation are significant factors in the well-being of employees according to the interviewees.

As a result of the financial consequences of the violence, two of the women interviewed were forced to submit themselves to being financially dependent on and living together with a violent man. In both cases the living together with the violent partner predisposed them to psychological, physical and sexual violence and was a major health risk. The violence experienced at work affected a third woman in that it was impossible for her to live as she wished. She said that the flat was oppressive and it was lonely. Venla3 who had moved after her work experienced that she had no other alternative but to move back in for social reasons:

So many times I thought should I leave it all and go, but I couldn't as I left with my back straight and just can't go back my head in my hands. Mum and Dad would just say, "I told you so!" It was like that. I just couldn't go. I decided to stay and fight.

Accommodation questions affected the victims' ability to withstand the violence at work for financial reasons. In order to flee a violent intimate relationship Venla3, in a bad financial situation, had to do two jobs in order to meet the expenses of single parenthood, accommodation and living expenses. At the same time she was submitted to violence at work as a result of which for instance she was prevented from leaving to her own home:

He grabbed me there and locked me in there. Once when I should have gone home, he shut down the till, locked me in the backroom, hid the keys and locked the door and I didn't get out of there till five in the morning.

The danger and intimidation linked to the violence could also occur outside the workplace and in the worst case could be directly aimed at the home. Through the home the intimidation essentially undermines the feeling of safety. Only in the case of Venla7 was the violence directly aimed at the living and home. As a result of this she was forced to install a security lock, but she suspects that a second copy of her key has been made.

And then this incredible thing which the health service experts just cannot believe, but in my home strange things have happened, the craziest of which was that both my son and I have had a flowerpot fall on our heads at our doorway.

Venla7 is still considering changing the locks and video surveillance. In addition to the falling of the flowerpot from a wide shelf above the doorway, which seems impossible, Venla7 says that her car has been tampered with from the inside and a garage has confirmed this.

Suggested variables:

wealth, type of accommodation, peace at home, moving/the possibility to move

3.2.5 Labour

Violence in the workplace brings with it many kinds of stresses, restraints and shackles. In only three of the eight interviews was the harassment a clear-cut story, in which the harassers remained the same and the harassment took place in the same context from start to finish. In two of the eight cases the violence took many forms in which the number of harassers varied over time, as did the form of the violence. Three interviewees had experienced violence in two separate workplaces, and in which the violent incidents were different from each other. In all cases the violence had concrete effects on the carrying out of work and in their orientating themselves to work. Two ended up having to leave working life altogether due to the violence, two changed their place of work, one became a part-time worker due to the violence and the final two who were unable to find alternative work elsewhere due to their education and the specificity of their field, began to place a different weight on their work and to focus on it in a different way. They were forced to give up their hopes of doing just the work they wanted. One of them had gone on leave of absence to search for suitable alternative work.

Three means of managing with work at a violent workplace can be identified from the interviews: social isolation, a single supportive personal relationship/wider support network and independent work. These three means of survival were partly used simultaneously. Neither of the interviewees who had had to take extended sick leave and leave working life had clearly had none of these three means available. Only two of the interviewees found some kind of energy to resist the incidents of violence at the beginning, but in one case this energy had already disappeared. When violence emerges at a workplace it may only in the long run be coped with through a safety plan. Usually the plan includes a change of career or locality. For the three women interviewed who did not have the possibility of getting work in their own field from elsewhere, the alternatives were part-time work, setting up their own business and shifting from teaching to research.

Two of the interviewees have suffered sexual harassment at work. The harassment was both verbal and physical. Sexual violence overwhelmingly affected their ability to work. The interviewee who had been in the institution of further education experienced that she was not able to carry out practical subjects. As a result the pressure of the unfinished handicrafts has hung over her for years and resulted in the fear that she will never finish them. The fear is also linked to the fact that she has not received any help following her withdrawal from social life in spite of having asked for it.

The potential of the violence and the perpetrator of violence's presence resulted in clear and great fear in six of the interviews. The fear had a paralysing effect on their work. Violence typically appeared in the interviews as character defamation, shaming, threatening, putting down, shouting, public humiliation and the limiting and prevention of work. Work restriction involved the lack of working space and instruments, preventing use of resources, stealing and misuse of ideas and the forbidding of independent work.

Character defamation acted as a prevention to carry out work and advance in her career. At its worse it was a wide and consequently far-reaching way to prevent getting on and working in the field.

The people who dared to have anything to do with me, slowly got the boot. Those who wanted to keep their jobs wanted to get in with him and tried to please him and began to tag along with him in his game. And all those who dared to even stand up for me or even dared to talk to me, ended up having to leave. There wasn't any person anymore who would dare open their mouth to me. (Venla8, 54)

In all its forms violence in the workplace meant that the victim did not have a so-called "voice" neither did they feel they were heard. Oppression meant that they did not have a say in matters that concerned them and became the objects of so-called disciplinary procedures, as Venla6 has told. When she returned from leave of absence, she was informed that she was on trial period for her own job, the purpose of which was to check whether she had forgotten the past incidents of violence and whether she would bring them up. The only alternative she was given was to adapt to the role presented and required by her boss in her own work.

All the interviewees portrayed the violence at work as having a direct or indirect restricting effect on their work. All of them experienced that the purpose of the perpetrator of violence was to publicly humiliate them. The behaviour of all the interviewees changed at least to some extent as a consequence of the violence and five of them speak of having excelled themselves and gone beyond their powers so that their work would please the perpetrator of violence. As a result all five of them suffered from some level of depression and their ability to work concretely diminished.

Suggested variables:

working abilities, attitude towards work, change of workplace, absences, part-time work, development of career, future plans for work, possibilities to influence, sexual harassment, ability to resist

3.2.6 Legal

It is difficult to begin legal action as a result of workplace violence and it would require concrete evidence of the violence. On the basis of the research data workplace violence is a problem that is slow and hard to perceive, evidence of which is difficult to get. It is noteworthy that none of the women I interviewed has either taken legal action or reported any crime in connection with the workplace violence. However, every single one of them has considered the possibilities to act formally in their favour and each one of them has justified their choice.

Initiating the legal process involves financial, health and social considerations, as a result of which it is felt as difficult. The legal process includes many types of fear: fear of losing the case, fear of being rejected, fear of losing their job and career, and generally fear that the violence will never end. Losing the case entails the fear that they are themselves found guilty of the crime and in effect the violence is made legitimate. In four of the cases the fear affected the interviewees such that they could not even consider a legal case. In all interviews the fear was linked to social considerations in the workplace and the fact that no one would dare stand as a witness for the victim of workplace violence:

(..) no one dares to, they're all worried about protecting their own backs, None of them would dare. All those people who dared to have anything to do with me got the boot (..) For example a permanent lecturer was ousted from their job, as they made the atmosphere there so awful that they could no longer be there. (Venla8, 54)

The first step in the formal dealing with workplace violence is to contact the work health and safety arbitrator. Two of the interviewees have dealt with the case through the work health

and safety arbitrator and one of them has the backing of the union. On the other hand, Venla3 who works in the care services field was forbidden from reporting the matter to the work health and safety board, as the employer's contract with the service provider would be terminated. This being the case, Venla3 endured and stuck out the violence. One of the women had a lawyer who is unravelling a long and complicated chain of events. The interviewee, however, feels the initiating of a legal process to be useless as the employer is a respectable and significant institution in society. The financial and health effects of the violence can also be an obstacle to the legal process. The victims did not believe it to be possible to win a case against their employers. A low self-esteem and weakened state of health increase the risks of doubting in the possibilities and the grounds of the legal case. The repeated abuse causes the victim to believe that the perpetrator of violence may lie and use his power over all other parties. One of the interviewees speaks of being so exhausted as a result of the violence that she has no strength to do anything about the matter. She is contented now that she can live in peace, although she is aware that she would have had a social duty to report the matter.

Suggested variables:

evidence of violence, wealth, mental state of health, social relationships, repeated experiences of violence

4. Summary of the feedback from Focus Groups

The focus groups were very different from each other, thus making it impossible to compare them with each other. The focus groups came up with different aspects of the consequences of violence, which cannot be classified according to the six dimensions of the previous chapters. I am creating a different structure for this chapter in which I report the new and varying perspectives of the effects of violence brought up in the focus groups. I will present each focus group discussion separately so that I concentrate only on those perspectives, the data or analysis of which I have not been able to bring up previously. In this structure I endeavoured to stress the development of the indicators from a point of view of interest, which otherwise would remain outside the report. In all the focus groups the majority of the effects of violence came up, which I have already brought up in my data analysis.

4.1 Focus Group 1

Focus Group 1 consisted of researchers in violence in a school context. They found that intervening in the violence and the awareness of violence were fundamental to recovery from violence. The victim's awareness of violence and models of explanation of the violence changed over time. Their awareness was affected by age, which has a significance on the individual's social, cultural and religious values and norms and through these on their attitude to violence and essentially their possibilities to seek help (for example seniors have difficulty in finding a new job). Focus Group 1 considered that the challenge for acknowledging and naming violence at work is its very subtle forms. Violence can manifest itself in very subtle gestures, exclusivity and through formal treatment. The problem with subtle harassment is seeking help, as it is very difficult to raise the issue and prove it. In the opinion of the group generally speaking it is difficult to raise the topic of violence at work. Focus Group 1 considered the significance of the trauma on the interpretation of the violence. Complex trauma may lead to negative thinking, in which the victim may partly imagine as a result of the trauma facts and occurrences. In practice it may manifest itself in neurosis or doubt that other people have turned against them.

Focus Group 1 reacted to the fact that the majority of the interviewees did not start a legal process against the perpetrator of violence. In their opinion failing to file a complaint may through fear and the weakening of their capabilities to act affect Miranda Fricker's (2007) concept of epistemic injustice and epistemic prejudices which are linked to it, whereby knowledge is assessed according to the interpreter. If a black woman presents knowledge, her

knowledge will be treated in a very different way than if a white, middle-class man would present the same knowledge, as a result of the prejudices held towards her. Miranda Fricker also speaks of the concept of testimonial injustice, which from the outset affects women's chances of acting for their own good, because the knowledge and concepts that exist are lacking.

Security is a need and a human being's basic aspiration, which manifests itself in people in the protection and defence against outside threats and dangers, continuity and the need for order, as well as the strife for inner balance. Insecurity then is when security is not found and various threats prevent the individual from experiencing continuity. At the individual level insecurity manifests itself as fear, psychosomatic symptoms and worry.

Security as a value means safety, lack of danger, reliability or predictability, calmness and inner balance. Insecurity is closely linked to coping with life, which is connected to the solving of problem situations and the ability to face difficult and new situations. In violence the factors derived from the insecurity have an effect on the ability to cope with life. According to general security research means of coping with life can be strategies to cope with understanding the problem (e.g. explaining the violence, understating and self-blame), strategies to cope with the stress (e.g. the freezing of feelings and desires towards the perpetrator of violence and the splitting of the mind) or to act towards solving the problem and getting rid of the stress. Turning to other people is also one means of coping with life. It may, together with depression, explain the victim of violence's dependency. The experience of insecurity reflects the quality of the effects of the violence experienced and their ability to cope with life.

Focus Group 1 pondered the victim of violence's ability to feel hate and aggression. Hate is a normal reaction to the experience of violence. Only two of the women in the data mention having felt hate. Both of the women speak about feeling hate in the context of describing feelings of hopelessness and frustration towards the violence. On the basis of the data one might think that as a consequence of dangerous violence feeling and the experience of aggression as a part of the victim's acting in their own good were suppressed in some of the target group. Other women interviewed did not speak of hatred, but spoke of bitterness. From the perspective of the indicators the ability to feel is one interesting dimension when examining the effects of violence.

Suggested variables:

security/insecurity, age, subtle violence, ability to feel, traumatisation, neuroticism, coping with life, who/when to start legal proceedings

4.2 Focus Group 2

Focus Group 2 consisted of women who assist in the Naisten Linja (Women's Helpline). Naisten Linja is a national helpline run by volunteers, which offers advice to women, and girls who have experienced violence or the threat of it. Violence is the interfering in her physical and psychological identity against her will, and which results in fear and insecurity. In the group they discussed the fact that the services of the women's shelters are only a first aid, because it would be important to help the perpetrator of violence when trying to put an end to his violent behaviour. The report of the data does not mention whether children had to be taken into care as a result of the violence, which makes this a useful addition to this report. The taking into care of the children affects the women and it is an expensive process to society. Restraining orders do not necessarily protect the victim; rather the perpetrator of violence is still able to carry out violence following the imposition of the restraining order with the penalty of a slight sentence.

Focus Group 2 affirm that fear and insecurity result in sleeplessness and disturbed sleep and affect the victim in a change of personality through stress and burn-out. A change in personality is linked to post-traumatic stress. Post-traumatic stress affects the ability to cope

with life, self-esteem and also distorts normal concepts. With this comes the loss of activity, with which the victim of workplace violence shifts the power of decision to others.

When examining the effects of violence on health Focus Group 2 replace my concept of the victim *freezing* towards the perpetrator of violence by that of *dissociation*. According to the group dissociation arises as a result of the violence and it means the splitting of the mind. Division of the mind is the externalising of the feelings during the act of violence, that is the victim of violence does not necessarily experience feelings during the act of violence but rather extracts them away from the event. Dissociation could be what I termed becoming frozen or they might be two interconnected reactions to protect the mind against the violence. From the perspective of dissociation the ability to feel is also an interesting dimension. Focus Group 2 confirms that in the midst of systematic violence the victim as if gives up her own well-being and independence and her feelings and capacity to act are paralysed.

Another perspective is the effect of alcohol on the family's social relationships. Social relationships may determine the perpetrator's jealousy and the fact that the perpetrator has the power of decision in what the family does socially. This means that alcohol further increases the risks of being socially isolated. The partner's excessive use of alcohol results in shame and fear of losing social contacts and the fact that it ruins social situations.

According to Focus Group 2 culture, religion and age affect people's concept of violence. A relationship and family represent in society an individual's status and standard of living. The group were surprised by the case in which a woman speaks of not wishing to leave her house, which would also result in the children changing school and leaving hobbies. The explanation might have been created for safety in order to cover up the difficulties of leaving the relationship, which she did not dare do.

When discussing workplace violence Focus Group 2 bring up the means of oppression in various professions. Violence is thought to concentrate in the conservative professions, in which it thrives just like an "established" fact even when the personnel change. For instance care professions are particularly prone to the occurrence of violence. The stigma and attitude towards people affect mental health, but turning to work healthcare centres does not entitle them to seek legal help. Legal cases have consequences later on in life when seeking other jobs.

Suggested variables:

alcohol, post-traumatic stress, becoming depressed, making a decision, dissociation, splitting of the mind, concept of normality, disturbed sleep, taking into care

4.3 Focus Group 3

Focus Group 3 consists of two psychologists. One is a psychologist who has worked in connection with workplace violence and the other is a work health centre psychologist who has treated clients who have experienced violence at home and in the workplace. They observed that the mind adapts itself to violence in a shock reaction that manifests itself in psychosomatic symptoms. Violence shapes the individual's self-image and the self-image is central to the explaining away of violence, which means an individual's defences to explain to themselves the mental and physical damage in order to maintain a feeling of security. From a psychological perspective violence is also linked to depersonalisation, which is externally adapting to the situation. Depersonalisation is the experiencing of oneself as a stranger and externally and the feeling of oneself as unreal. The concept of depersonalisation may explain many of the interviewees' talk of not being able to comprehend the violence occurred, rather they observed themselves in the situation from the outside. The members of Focus Group 3 criticised the report for its inaccuracy when dealing with the change in behaviour. Behaviour and personality are however two very different things which are reflected in each other.

Shame and covering up essentially affect the victim's capacity to act. In the context of workplace violence it is easier to find a support network than in domestic violence, because the health and safety arbitrators and the shop stewards are in a position to influence and interfere in the matter in the context of its occurrence. When the violence occurs in a domestic context help must be sought outside the home, and it is easier to hide what happens within four walls, and then it can go on longer.

Experiencing violence in the home may manifest itself in the victim as avoidance behaviour, as covering up the violence through "free and easy" behaviour, in a timid and startled manner or in venting aggression, for instance at the workplace. The limiting of social relationships may also be seen at the workplace so that the victim of violence at home does not take on a socially visible role. Workplace violence may manifest itself in many forms regardless of the social status. It may be between employer and employee in either direction or between employees. When observing the effects of workplace violence the essential recovery factor is the family relationships.

The psychological discussion brought forward the perspective that anxiety demands energy. In practice it may be seen in that an individual does not necessarily take sick leave, but following a longer holiday break the victim of violence tends to react and go and seek help. In an intimate relationship it is not possible to have a "break" from the field of violence. Victims of violence typically seek help only for themselves and seek to bring about a change to the situation in any other way than through legal channels. According to the group fear is the explanation for which the victim does not start legal proceedings. Very often afterwards the victim cannot return to their work place. In both the violence categories the victims who started legal proceedings had experienced very serious violence. If they have broken free of the violence then the exhaustion arising from the relief often means that they no longer have the strength to start legal proceedings. Starting legal proceedings always involves fears and the custody wrangles are especially difficult and tough.

Suggested variables:

depersonalisation, behaviour and role at work, aggression, seeking help, self-image, explaining away of violence, anxiety & energy, custody wrangles

5. Conclusion

In this chapter I shall examine a few of the latest research publications in Finland dealing with domestic and workplace violence and compare their conclusions with the results of my GVEI. research project. Domestic and intimate partner violence have been examined by Marita Husso (2003), Minna Piispa (2004) and Tuija Virkki (2007). Tuija Virkki and Pirkko Sandelin (2006) have dealt with workplace violence.

In her article *Violence and intimate partner relationships, a survey of young women's definitions of intimate partner violence*, Minna Piispa (2004) examines the meanings connected with intimate partner violence through the concept of agency. According to Piispa agency is rather close to the concept of subjectivity¹, but accentuates as reflecting one's own experience. Piispa concludes that the victim's subjective experience is central to the definition of violence, as are the feeling of being hurt and the situation's cultural and social contexts. Violence is a challenging research topic because the experience of violence is a very personal and sensitive matter, which involves shame, fear, anxiety and guilt.

According to Piispa the experience of violence changes the woman's perception of herself, the intimate relationship and violence. As a result of the violence the woman's attitude to violence

¹ The subjectivity defined by Piispa is shaped by experienced relationship to the world, attachment and affection to the meanings, being constructed in a space and continuation which overcomes them. Gender determines life and the way it is experienced.

is characterized by adjustment and gradual internalisation of demands set by men. According to her the victim of violence's isolation and withdrawal as a result of the effects of the violence reinforce the normalisation of violence. According to the normalisation theories proposed by Piispa (c.f. Hydén, Lundgren, Walker) as a consequence of the normalisation of violence the woman's sense of reality is shattered and she becomes passive and blames herself for the difficulties. Piispa mentions that according to Walker a woman becomes passive when she has given up and it develops gradually. However, violence is not a normal part of life, rather the feeling of helplessness presupposes the feeling of what is normal and uncertainty of how the change should occur. Walker states that a woman would not feel helplessness should she consider the situation to be normal.

In her dissertation *Violence in Intimate Relationships* Marita Husso (2003) has researched the explanations for women remaining in violent intimate partner relationships. In her research she classifies violence as concretely corporeal and more abstractly embodied, violence which is exclusion and rejection as a part of maintaining society's order and violence maintained by it. She observes that an intimate partner relationship is a unique situation, in which it is permitted to touch another's physical body and cross the limits of one's own body and those of another's. Husso sees the victims of domestic violence as homeless, because home is defined as a private space of nurture, love and safety. When, as a result of violence, no corner may any longer be found in the home, which might offer protection or safety, women have to renounce the need for private space. According to Husso to many women being a wife and mother at home means a constant availability in real time.

Husso sees marriage as one of the factors to explain victims of violence remaining in a relationship. In her view marriage still is the ruling form of partner relationship and generally the breaking up of marriage means to women the breaking of a public promise and failure in an institutional duty. According to Husso breaking up from a violent partner is an especially challenging endeavour. The grieving associated with the break-up and the rearrangement of everyday affairs, as well as the loneliness and isolation caused by the violence, and the experiences of the break-up and the separation situation involve threats and risks. According to Husso's research custody of the children slows down the process of separation, something that is also indicated in this research data.

Husso's research supports my analysis of the perceptions of safety and the ability to feel. Husso portrays violence as shattering the trust in relationships with other people, their own security and their experience of continuity. In violence your own body and own borders are questioned and neither are they safe from the outside world. Husso describes the numbing of the feelings of women who have experienced violence. She proposes that as a result of violence the ability to feel breaks down and this has a central effect on a person's agency. She stresses that the role of feelings is to phenomenologically connect an individual to the world, objects and other people, in relation to which the subject constructs.

Women's going to work has a comprehensive significance for their agency. Clear policies are needed all over Europe for the recognition of workplace violence. The drawing up of policies to prevent gendered violence and to recognise it requires multi-professional cooperation. A wide-ranging professional cooperation supports and makes it possible for the victims of violence to cope with the bureaucratic system of services and also saves resources at both the individual and societal level in equivalent work against violence. Awareness of workplace violence in Finland is just at the developmental stage and research has recently been published (c.f. Sandelin 2006 & Virkki 2007).

In her dissertation *Narratives of psychological violence in the health care work and study environments* Pirkko Sandelin portrays psychological violence through the narratives of the experiences of health care workers and students. Tuija Virkin's (2007) article *Gender, Care and Normalization of Violence: Similarities between Occupational Violence and Intimate Partner Violence in Finland* is interesting from the point of view of the GVEI research. The article may be found as an attachment. Virkki examines the violence experienced by women in care work

and in intimate partner relationships and the contradiction between the women's experience and behaviour from the perspective that the women act as societal carers.

When examining the results of the interview research it is clear that women's possibilities of work are essential in their recovery from violence. The protection and support of women's right to financial autonomy means changes at many political levels. Financial autonomy guarantees the possibility to move away from the midst of violence, to cope with life with the children and to act legally for their own good. The securing of women's financial independence means in practice social political policies such as a general child day care system. The organising of these questions is still a challenge in the European Union. The policy of the European Union requires measures and possibilities of action in order to prevent violence.

In order to prevent violence and for people to recover from it people require knowledge about violence. In the work against violence one possible channel for women's empowerment and overcoming oppression could be national and local women's awareness-raising groups. Through these groups women's awareness of the ways and violence of a patriarchal society would heighten and increase, thereby also increasing the possibility of recovering from violence. Awareness-raising groups would be more significant to women who are marginalized in society, such as women from an immigrant background, marginalized women and women in a dependency relationship. Awareness-raising groups would be a support network and would help in all matters related to women such as gender sensitive child education work in order to create a violence-free culture and to develop a gender sensitive political policy.

Finally, I should like to remind you that the research is undeniably influenced by my own point of view. Gayle Letherby (2003, 68) stresses that a researcher's conclusions are influenced by the researcher's and the interviewees' subjectivity. My experience at the local Naisten Linja women's helpline and in the local women's shelter open groups have constructed my ways of being and speaking with the victims of violence and influenced my concept of violence and its consequences. My world of experience, my history and identity have in their part determined the way in which I make my findings and interpretations and how I interact. The GVEI notice they saw when they contacted me has in turn influenced the subjectivity of the interviewees. The meetings with the women and their accounts have influenced me comprehensively: in my work as member of the board at the national help line, Naisten Linja Suomessa ry and in my work as special needs teacher with children and young people with learning and adjustment difficulties. I feel gratitude and sisterhood towards all the women I interviewed.

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Appendix 1



Onko sinua KOHDELTU HUONOSTI KOTONA TAI TYÖPAIKALLA ja oletko sen vuoksi kokenut ahdistusta? OLETKO HAKENUT SIIHEN APUA?

ETSIMME NAISIA HAASTATELTAVIKSI

Oulun yliopiston Naistutkimus on osallisena Euroopan Unionin rahoittamassa GVEI-projektissa, jossa tehdään tutkimusta **kotona ja työpaikalla tapahtuvan naiseen kohdistuvan väkivallan vaikutuksista**.

GVEI -projekti *sukupuolistuneen väkivallan vaikutuksia mittaavien indikaattoreiden luomiseksi* (Gender Violence Effects' Indicators) on alkanut keväällä 2007. Projektin tarkoituksena on luoda sosiaalisia indikaattoreita eli laadullisia mittareita ja osoittimia perheväkivallan ja työpaikkaväkivallan vaikutusten mittaamiseksi. Indikaattoreiden tarkoituksena on tukea ja edistää perheen sisällä ja työpaikoilla tapahtuvaan väkivaltailmiöön liittyvää toimenpiteiden kehittämistä ja niihin liittyvää päätöksentekoa.

GVEI -projektissa väkivallan vaikutuksia tarkastellaan monipuolisesti naisten eri elämänalueilla. Tutkimusaineisto kerätään haastatteleamalla *perheväkivaltaa* ja *työpaikkaväkivaltaa* kokeneita naisia. Haastatteluaineisto analysoidaan ja sovelletaan kvantitatiivisin eli määrällisin ja laskennallisin menetelmin sosiaalisiksi indikaattoreiksi.

Projektiä koordinoi barcelonalainen naisten työllistämisyhdistys SURT, Associació de Dones per la Inserció Laboral. Muut Oulun yliopiston partnerit projektissa ovat Tarton yliopiston käyttäytymis- ja terveystieteiden keskuksen Naistutkimuksen yksikkö sekä Calabrian yliopiston Naistutkimus Milly Villa. Kaikki projektin toimijat ovat työskennelleet Euroopan unionin tasolla väkivaltatyön parissa. Kaksivuotisessa projektissa luotavat indikaattorit väkivallan vaikutusten mittaamiseksi ovat sovellettavissa koko Eurooppaan. Projektin tavoitteena on tehdä Euroopan tasolla väkivallan vaikutuksia näkyväksi sekä esittää uusia poliittisia ja sosiaalisia interventioita tehokkaampaa väkivaltatyötä varten.

HAASTATTELUT

Haastattelut toteutetaan haastattelijan ja haastateltavan kahdenkeskisenä tapaamisena. Haastatteluteemoihin on mahdollista tutustua etukäteen. Kaikista teemoista ei ole pakko keskustella. Haastattelut ovat luottamuksellisia ja niissä edetään haastateltavan ehdoilla. Haastateltavan nimeä ei dokumentoida ja tutkimuksessa huolehditaan, ettei haastateltava ole muutoinkaan tunnistettavissa aineistossa. Tutkimukseen osallistuminen ei tule kenenkään ulkopuolisen tietoon. Voit ilmoittautua haastateltavaksi osoitteeseen: elina.luukkonen@oulu.fi tai numeroon: 050 328 7958 /Elina Luukkonen 26.11.2007 mennessä.

LISÄTIETOJA

Elina Luukkonen,

Haastattelututkimuksesta

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Projektikoordinaattori

Vappu Sunnari

Projektin erikoisasiantuntija

Appendix 2

Country	Name	Age	Ethnicity	Have been divorced, separated formerly (yes-Y, no-N)	Current marital status	Living together with a partner (yes-Y, no-N)	Number and age of children	Education (basic-B, secondary-M, tertiary-H)	Employment status (unemployed-UE, full timer-FT, part timer-PT, leave-L)	Living in urban or rural area (over 100000 inhab-C; 10001-100000-T; under 10000-U)
Finland	Piia1	29		N	married	Y	4 (7,5,4,2)	H	FT	C
Finland	Piia2	36		Y	divorced	N	2 (2,3)	H	FT	C
Finland	Piia3	37		N	divorced	N	1 (11)	M	FT	C
Finland	Piia4	49		N	married	Y	3 (19,15,10)	M	FT	C
Finland	Piia5	24		N	single	N	0	H	student	C
Finland	Piia6	54		Y	cohabiting	Y	2 (32,35)	M	L	U
Finland	Piia7	42		Y	cohabiting	Y	3 (17,14,9)	M	FT	C
Russian	Piia8	40		Y	divorced	Y & N	2 (20,11)	H	L	C
Finland	Venla1	27		N	married	Y	1 (4)	H	student	C
Finland	Venla2	43		N	married	Y	1 (9)	H	FT	C
Finland	Venla3	54		Y	cohabiting	Y	2 (32,35)	M	L	U
Russian	Venla4	40		Y	divorced	Y & N	2 (20,11)	H	L	C
Finland	Venla5	44		y	cohabiting	Y	0	H	FT	C
Finland	Venla6	42		Y	cohabiting	Y	3 (17,14,9)	M	FT	C
Finland	Venla7	53		N	divorced	N	2 (19, 21)	H	FT	C
Finland	Venla8	62		N	married	Y	2 (37, 36)	H	PT	C