

The History of Witnessing Father Beating Mother on Husband's-to- Wife Violence and the Moderating Role of Husband Controlling Behaviour Among Female Civil Servants in Ibadan, Oyo State, Nigeria

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ABSTRACT

The moderating role of husband controlling behaviour on the relationship between witnessing father beating mother and husband-to-wife violence among female civil servants in Nigeria was examined. Using an expo-facto research design, data were collected using a standardised scale of measurement on the independent variable, dependent variable, and moderating variable, with a sample of 300 female civil servants selected from six ministries in Ibadan, Oyo state secretariat using a multi-stage sampling technique, and data were collected using a standardised questionnaire assessing witnessing father beating mother, husband-to-wife violence, and husband controlling behaviour. Results of the study revealed that witnessing father beating mother significantly predicted husband-to-wife violence ($B = -2.72$, $t = -6.65$, $p < .001$). Furthermore, the interaction between witnessing father beating mother and husband controlling behaviour was significant ($B = .22$, $t = 9.61$, $p < .001$; $R^2 = .11$, $F(1, 467) = 92.30$, $p < .001$), indicating that husband controlling behaviour moderated this relationship. Further conditional effect analysis (Table 2) revealed that the effect of witnessing father beating mother on husband-to-wife violence decreased as controlling behaviour increased ($B = -.54$, $t = -2.79$, $p < .01$ at low levels of husband controlling behaviour, $B = 1.41$, $t = 15.42$, $p < .001$ at average levels of controlling behaviour, and $B = 3.36$, $t = 13.53$, $p < .001$ at high levels of controlling behaviour), indicating that higher controlling behaviour enhanced the relationship between witnessing interparental violence and later perpetrating husband-to-wife violence. In sum, the findings demonstrated that controlling behaviour was a strong moderator of the intergenerational transmission of intimate partner violence among married men.

KEYWORDS: Witnessing Father Beating Mother, Husband's-to-wife Violence, Husband Controlling Behaviour, Female Civil Servants

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INTRODUCTION

Interparental violence has been identified as a powerfully negative childhood experience that shapes adult attitudes, feelings, and behaviors pertaining to intimate relationships, especially when children watch a father physically abuse a mother (Bandura, 1977). When parents use violence, children may be taught that aggression is normal or acceptable for resolving conflict or asserting power in intimate relationships. This pathway is explained by the social learning theory, which maintains that children learn behaviors from caregivers that they then model, encode, and reproduce (Bandura, 1977).

Interparental violence exposure is consistently, if inconsistently, linked to subsequent perpetration (and victimization) of IPV in adulthood, according to empirical studies (Roberts, A. L., et al., 2010). The strength of intergenerational transmission of IPV depends on context, measurement, and co-occurring risk (e.g., direct child abuse, socioeconomic adversity), according to a large meta-analysis of studies on childhood exposure to IPV that found a small to moderate association with later perpetration and victimization (Roberts, A. L., et al., 2010).

More recent theorizing has expanded beyond simple cycle of violence accounts to highlight the form and context of parental violence and the broader family ecology as critical moderators of outcomes (e.g., children exposed to both interparental violence and direct maltreatment face substantially greater risk for emotional and behavioral disorders and for becoming victims or

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perpetrators later in life than children exposed to only one form of harm; Tajima, 2011).

Research on perpetrator strategies has paralleled these developmental processes by emphasizing the significance of controlling behavior, which is often conceptualized as coercive control, within relationship dynamics and the severity of abuse. As a result, coercive control—a pattern of isolation, monitoring, economic control, threats, and dominance—is essential to redefining many cases of intimate abuse as a pattern of continuous dominance rather than a single physical assault, enabling physical violence, and being linked to worse psychological and safety outcomes for victims. Therefore, recognizing controlling behaviors increases our understanding of how early exposure to violence may result in different relationship risks as an adult.

Studies in a variety of contexts have shown that controlling behaviors can worsen the pathways from earlier models of violence to later victimization or perpetration, either by transforming conflict into a persistent pattern of domination or by creating relationship environments in which learned aggressive scripts are played out. Recent empirical work has begun to investigate whether husband controlling behavior moderates' relationships between early exposure to parental violence and later husband-to-wife violence (Paul, P., & Mondal, D., 2022).

Together, these findings imply that seeing a father beat a mother should be regarded as a possible predictor of husband-to-wife violence, while evaluating husband controlling behavior as a moderator will help determine whether intergenerational transmission takes place in a particular setting and what relational mechanisms (such as coercive control) increase or decrease the risk—information that is critical for prevention efforts that are targeted and survivor-focused.

LITERATURE REVIEW

The History of Witnessing Father Beating Mother and Husband's-To-Wife Violence

For decades, research on the intergenerational transmission of IPV has shown that children's exposure to parental violence (represented by watching their father hit their mother) is a risk factor for perpetration and victimization in subsequent adult partnerships, and the theoretical roots of this relationship are rooted in social learning theory (Bandura, 1977). In other words, children learn scripts and behavioral norms by observing role models, and are socialized by being exposed to parental aggression. **children.** They believe that force is a strategy for solving problems and condone violence. Since the 1990s, empirical research has extended these ideas by demonstrating that exposure to IPV in childhood increases the likelihood of subsequent IPV, although the magnitude and pathway of effects vary by gender, context, and co-occurring violence (Keynejad, R. S. (2025)

Following those investigations, comprehensive studies conducted across different nations have greatly broadened our comprehension of the subject. Observing acts of violence between parents is linked to a greater chance of girls becoming victims themselves and boys becoming perpetrators, though these connections are not definitive or consistent, being influenced by elements like child maltreatment, attachment issues, substance abuse, and financial difficulties. Studies that analyze data over time and use structural equation modeling emphasize that witnessing violence between parents frequently happens alongside other traumatic experiences, notably physical ones. This creates a combined danger that is a stronger predictor of future intimate partner violence than any individual incident on its own.

More contemporary research efforts have further cast light on the variables that moderate cultural and contextual factors; within nations characterized by low to moderate financial resources, established traditions of male dominance, tolerance for spousal abuse, unions at a young age, and difficult economic circumstances serve to strengthen the connection between harmful experiences in childhood and instances of being victimized later in life, implying that effective solutions must integrate elements implemented at the community and regulatory level alongside treatments aimed at the individual. Current investigational work utilizing sizable groups of typical teenage and young adult populations has substantiated that being subjected to violence involving parents elevates the likelihood of experiencing subsequent intimate partner violence, specifically instances involving emotional and physical harm, despite the precise underlying causes continuing to be an active subject of exploration. Last, recent reviews advocate for a more complex historical perspective: instead of one deterministic model of a single "cycle of violence", research now favors multi-pathway frameworks that include social learning, attachment disruption, normative beliefs about gender, and structural stressors, which align with prevention strategies that include parenting programs, gender-norm change, and psychosocial support for child witnesses to prevent intergenerational transmission (Bendezu-Quispe, G. (2024).

Husband's Controlling Behavior and Husband-To-Wife Violence

Manipulative behavior, also known as coercive control, is a set of controlling practices such as isolation, economic restrictions, surveillance, and strict regulation of daily activities that is increasingly recognized as a fundamental element of patterns of physical, sexual, and psychological violence against female partners. In this context, control reduces a survivor's ability to cope with the situation, receive support, or escape the situation (Hardesty, J.L. et al., 2015). Research across multiple settings has revealed significant correlations between partner control and various expressions of intimate partner violence (Mukherjee, R. et al., 2021). Research in community and health care settings in economically challenged and wealthy countries consistently shows

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that women who report significant controlling behaviors are more likely to report incidents of physical, sexual, and psychological violence, as opposed to women who report minimal controlling (Mukherjee, R., et al., 2021).

Difficulties pertaining to the accuracy of ideas are still present. For example, due to the fact that investigators utilize differing explanations and analysis methods, such as "forceful power" and "conduct power," it turns into a hurdle to judge and differentiate how typical these actions are across different studies. Moreover, the analysis proposes using uniform techniques for applying and calculating forceful powers, which could offer enhanced understandings into supervision, danger evaluation, and judging the efficiency of involvements. The differing array of research techniques additionally impacts the manners in which authorized aid and arrangements identify and deal with violence that is not bodily (Scott-Story, K. (2023)

For instance, present investigations have featured how crucial the setting is, counting things like gender rules, monetary reliance, and the laws in effect nearby. These points sway both how regularly controlling activities occur and what the impacts of those activities are. Investigations from diverse countries, counting current investigation in a few parts of Africa and South Asia, have exposed that controlling activities are more damaging when patriarchal gender rules and women's monetary reliance are present. Each of these things needs a strategy that involves numerous stages. Deterrence strategies incorporate changing standards, expanding financial openings, and centering police and legal activities (Suleiman, LA). R. et al. (2025).

Last, policy and practice are changing: criminalizing coercive control is happening in some jurisdictions, and practitioners are incorporating control-oriented risk assessment tools. Initial implementation data are promising for better identification of non-physical abuse, although challenges remain for evidence collection, training, and avoiding retraumatization in response. Future research should focus on longitudinal designs, standardized measures, and intervention trials that target both controlling tactics and the structural conditions that enable them.

Related studies

A large and increasing body of research has found that witnessing interparental violence (e.g., "father beat mother") in childhood is associated with higher rates of adult IPV victimization and perpetration. For example, several longitudinal and cross-sectional studies show that girls who witnessed parental IPV are at higher risk for experiencing physical, emotional, or sexual IPV later in life due to social learning (observational acquisition of conflict strategies), violence normalization, and changed attachment and coping patterns developed in violent homes (Aboagye, R. G., et al. (2021).

While meta-analytic and systematic reviews generally support a modest but robust relationship between witnessing parental IPV and later IPV involvement (e.g., victimization, perpetration) with effect sizes varying by outcome (victim vs. perpetrator), measurement, and culture, recent syntheses have emphasized the heterogeneity of studies and cautioned that IPV witnessing does not result in deterministic outcomes; witnessing alone does not cause later IPV, and mediating pathways (e.g., acceptance of violence, substance use, mental health problems) and contextual moderators are key in shaping outcomes (Puno, A., et al., 2023). In line with regionally focused research from LMICs, including Nigeria and other African contexts, exposure to interparental violence is linked to increased odds of adult IPV, but the magnitude of the association is moderated by community norms, socioeconomic status, and women's access to social support and services (e.g., Solanke, B. L., 2018).

Concurrently, studies examining intimate-partner controlling behavior — a partner's patterns of jealousy, isolation, and monitoring — identify controlling behavior as both an independent form of coercive abuse and a potent risk factor that escalates the severity and frequency of other IPV types. Cross-sectional surveys across diverse settings have found that controlling behavior often co-occurs with physical and emotional violence and is associated with worse mental-health outcomes among victims (Mukherjee, R., et al. (2021)

Fewer studies have explored interaction effects: whether childhood exposure to parental violence moderates IPV risk when a woman is currently subjected to controlling behavior by a husband. Existing empirical findings and theoretical models (social learning and cycle of violence frameworks) suggest that a moderating effect is possible: women who developed violent norms or insecure attachment styles as a result of witnessing parental IPV may be more vulnerable to persistent IPV because they are unable to resist or escape controlling partners. Yet, empirical tests of this moderating hypothesis are limited, and researchers have called for longitudinal, context-sensitive studies among specific populations (e.g., female civil servants) to disentangle direct, mediating, and moderating pathways and to inform workplace and policy interventions (Wadji, D. L., et al., 2024).

Statement of the Problem

Interparental violence is a common form of exposure to IPV during childhood that is theorized to increase later risk of victimization and perpetration in romantic relationships, and evidence suggests interparental violence is intergenerationally transmitted. Large multi-country analyses in sub-Saharan Africa indicate that women who witnessed interparental violence have significantly increased odds of experiencing physical, emotional, and sexual IPV as adults (Addo, I. Y., & Ahinkorah, B. O., 2023). Empirical work in Nigeria and similar contexts suggests that experiencing victimization as a child, particularly if a mother is a victim of abuse, increases the likelihood that daughters will report psychological and physical IPV in their own relationships (Okedare, O. O., Salawu, M., & Fawole, O. I., 2023).

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Although such a correlation has been established, less is known about how characteristics of the present partner influence how a history of witnessing parental violence translates into husband-to-wife violence among working, institutionally- employed women such as civil servants. Controlling behaviors (coercive attempts by a husband to limit the freedom of a woman) are understood as both a form of IPV in and of themselves and as a potential exacerbator of other abusive acts; they may amplify the relationship between childhood exposure and adult victimization or attenuate it, depending on contextual and individual factors (Başkan, B., & Alkan, Ö. (2023). For female civil servants, who hold a specific socio-economic and occupational status, this relationship between childhood exposure and current partner control has implications for policy: stability in the workplace may disguise vulnerability, and employment may not protect against IPV uniformly, depending on contextual and individual factors. IPV and employment outcomes and the dynamics of controlling behavior underscore the need to test controlling behavior as a moderator in samples of Nigerian female civil servants, where parental background, gender norms, and institutional pressures intersect

Objectives of the Study:

To examine how husband's controlling behavior, moderate the relationship between witnessing father beating mother and husband's-to-wife violence among female civil servant in Ibadan

Hypotheses

Husband's controlling behavior will significantly moderate the relationship between the history of witnessing father beating mother and husband's-to-wife violence among female civil servants in Ibadan

METHODOLOGY

Design

This study employed a cross-sectional ex-post facto research approach to examine the connection between the variables of interest. To put it another way, it is a type of design in which the researcher examines, independently, the effects of the variables of interest—witnessing father beating mother—on a dependent variable while husband's controlling behavior serves as moderating variable

Settings

This study took place in Ibadan the ancient city in Oyo State and also the largest city in West Africa. Data was obtained among Oyo state civil servants in Ibadan secretariats Agodi. Ibadan is the administrative headquarters of Oyo State

Sampling Procedures:

A multistage sampling approach was used to select female civil servants in the Oyo State Government Secretariat, Ibadan, since the target population was large, heterogeneous, and widely distributed across many ministries, departments, and agencies (MDAs). The first stage involved purposively selecting Ibadan as the study area because Ibadan is the administrative capital of Oyo State and the central government secretariat where most state civil servants are employed, thus facilitating access to female civil servants in all occupational categories and at all hierarchical levels.

In the second phase, ten ministries were randomly drawn from the approximately twenty- five ministries in the secretariat using the balloting method, to ensure representation from sectors such as education, health, finance, agriculture, women affairs, and civil service administration. Two or three departments were randomly drawn from each of the chosen ministries to ensure that female civil servants were included across administrative and technical divisions, and at the fourth and final phase, systematic random sampling was used to select individual respondents, by obtaining lists of female staff and determining sampling intervals based on the total number of female employees and the required sample size. The first respondent was chosen randomly, and subsequent participants were selected at regular intervals until the required number was reached.

Procedure for Data collection

Following this, the researcher visited the Oyo State Government Secretariat Ibadan, to gather data for the study. Research assistants were recruited and trained on the methods and objectives of the study. The researcher briefed the research assistants about the study's eligibility criteria to take part in the study. The questionnaires were administered on a one-on-one basis with all the respondents to ensure uniformity in the interpretation of concepts.

INSTRUMENTS

A structured questionnaire was used to collect the relevant data for the study. The questionnaire consisted of standard adopted scales with adequate psychometric properties. The questionnaire was four sections: Sections A to D measuring, socio-demographic characteristics of participants and scales measuring witnessed father beats mother, husband's controlling behavior and husband-to-wife violence.

Section A: Demographic Factors

This consisted of Socio-demographic characteristics of respondents which included age, Tribe, educational qualification and

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religion.

Section B: Husband-to-wife violence

This was measured using 14 items that assessed the frequency of husband-to-wife violence, including physical, sexual, and emotional abuse adapted from the Revised Conflict Tactics Scale (RCTS) with six response options, for example: My husband tries to suffocate me with pillows, towels, or other objects. Responses are coded on a 6-point Likert scale (0 = this has never happened, 1 = once; 2 = twice; 3= 3-5 times; 4 = 6-10 times; 5= more than 10 times). The scale is summed (0 to 5) and the higher the score the more prevalent the violence. The instrument has a Cronbach's alpha coefficient of 0.89.

Section C: Witnessed Father Beats Mother

The researcher used a modified version of the Family of Origin Aggression Scale (FOAS; Rosenbaum & O'Leary, 1981), which measures the frequency that participants witnessed father-to-mother physical aggression during childhood (e.g., "Did you see your father slap your mother?" Responses are scored on a three-point scale: "never," "sometimes," and "often"). Although the scale assesses many other types of aggression (e.g., mother-to- father, father-to-child, and mother-to-child physical aggression, as well as sibling-related verbal and physical aggression), we will only report on the father-to-mother violence items, as this has been the only construct for which the scale has shown internal consistency (Cronbach's alpha = .89), and there is a body of research showing that a history of witnessing father-to-mother violence is correlated with other factors such as a history of aggressiveness and negative life events, while showing no significant correlation with education level or family size (K. D. O'Leary & O'Leary, 2007).

Section D: Husband's Controlling Behavior

This variable was measured using the Brief Partner's Behavioral Control Scale (B-PBCS), a concise tool designed to assess individuals' perceptions of their partner's control behaviors. The scale conceptualizes partner control in two dimensions: overt and covert behavioral control. Sample of the items include (1) My partner wants to know whom I spend time with. Responses are rated on a 5-point Likert scale: 1) Never (2) Rarely/ Once in a while, (3) Sometimes, (4) Often/most of the time (5) Always (Van Dam & Sullivan, 2019). The total score ranges from 1 to 18, with higher scores indicating more restrictive partner behavioral control. The B-PBCS has demonstrated good internal consistency, with a Cronbach's alpha of .90.

Ethical Considerations

Research ethics are principles of morally good conduct for research that are based on moral and political ideas that are external to research (Bryman, 2015). The study was conducted from a human standpoint, which entails human participation. To preserve the participants' integrity, rights and the institution's rights, research ethics were considered.

RESULTS

Hypothesis: Husband's controlling behavior will significantly moderate the relationship between the history of witnessing father beating mother and husband's-to-wife violence among female civil servants in Ibadan

Table 1: PROCESS Moderation Analysis Summary Showing the Moderating Effect of Husband Controlling Behaviour on the Relationship between Witnessing Father Beating Mother and Husband-to-wife violence among Female civil servants

Independent	B	SE	T	p	LCLI	UCLI	R ²	F	p
Witnessing Father Beating Mother (W)		2.72	-6.65	<.001	-3.53	-1.92			
	-	.41							
Husband Controlling Behaviour (HCB)			1.26	>.05	-.01	.05	.11	92.30	<.001
	.02	.02							
W*HCB	.22	.02	9.61	<.001	.18	.27			

DV = Husband-to-wife violence

W = Witnessing Father Beating Mother HCB = Husband Controlling Behaviour

The results in Table 1 revealed that witnessing father beating mother and husband controlling behaviour had a significant interaction ($R^2 = .11$; $F(1, 467) = 92.30$; $B = .22$; $t =$

9.61; $p < .001$), showing that husband controlling behaviour moderated the relationship between witnessing father beating mother

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and husband-to-wife violence when demographic factors had been controlled. Conditional direct effect of witnessing father beating mother on husband-to-wife violence was then investigated and is reported in Table 2.

Table 2: Summary Showing the Conditional Direct Effect of Witnessing Father Beating Mother on Husband-to-wife violence across Levels of Husband Controlling Behaviour

Level of Moderator (HCB)	B	SE	t	p	LCLI	UCLI
Low (Mean – 1 SD)	-.54	.19	-2.79	<.01	-.92	-.16
Average (Mean)	1.41	.09	15.42	<.001	1.23	1.59
High (Mean + 1SD)	3.36	.25	13.53	<.001	-.04	.10

DV = Husband-to-wife violence

HCB = Husband Controlling Behaviour

From Table 2, low (Mean-1SD), average (Mean) and high husband controlling (Mean+1SD) significantly moderated the relationship between witnessing father beating mother and husband-to-wife violence. The results in Table 2 also show that the conditional direct effect of witnessing father beating mother on husband-to-wife violence was significant when husband control was low ($B = -.54$; $t = -2.79$; $p < .01$), average ($B = 1.41$; $t = 15.42$; $p < .001$) or high ($B = 3.36$; $t = 13.53$; $p < .001$). The results further indicated that low husband controlling behaviour significantly moderated the relationship between witnessing father beating mother and husband-to-wife violence such that an increase in witnessing father beating mother influenced lower reported husband-to-wife violence among female civil servants. In contrast, average or high levels of husband controlling behaviour moderated the relationship between witnessing father beating mother and husband-to-wife violence such that an increase in witnessing father beating mother influenced an increase in the reported husband-to-wife violence among female civil servants. Generally, the effect of witnessing father beating mother on husband-to-wife violence increased with increasing husband controlling behaviour. This is simplified in Figure 1

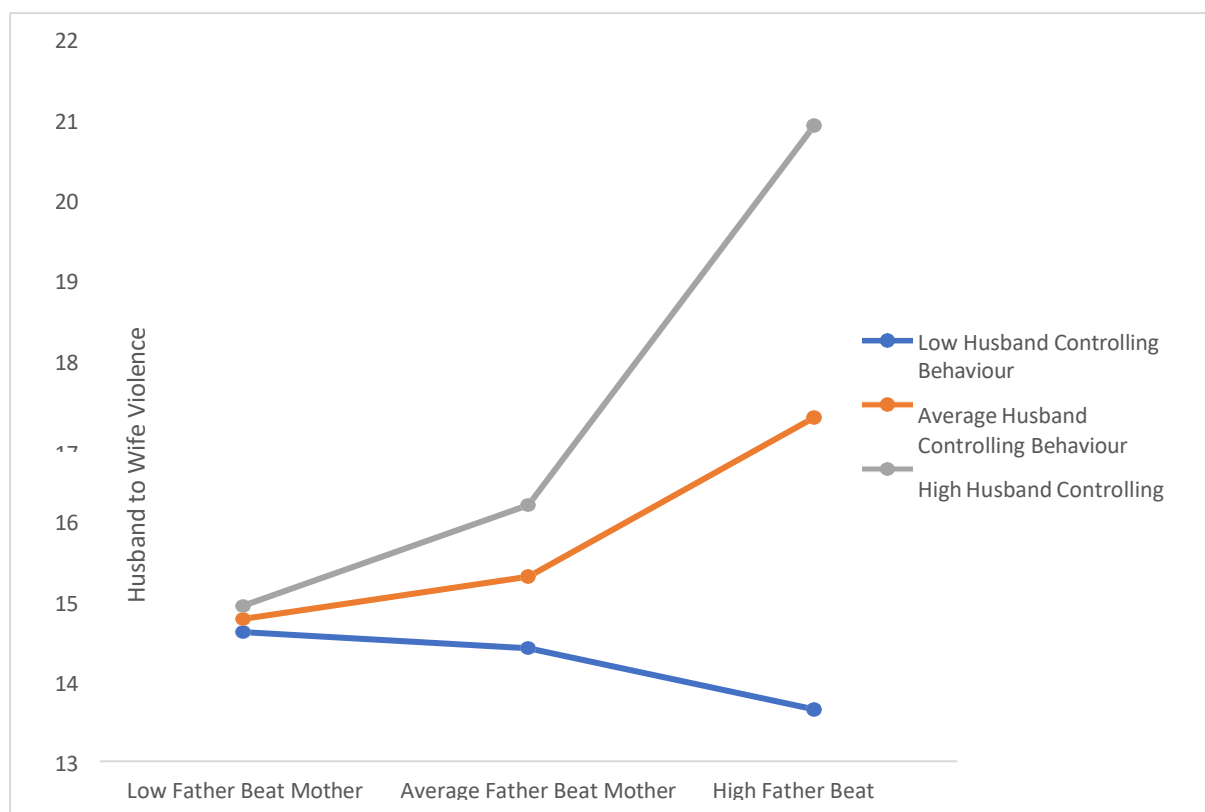


Figure 1: Interaction Plot Showing Moderating Effect of Husband Controlling behaviour on the Relationship between Witnessing Father Beating Mother and Husband-to-wife violence

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DISCUSSION

The results of this study suggest that witnessing father beating mother is significantly moderated by husband controlling behavior, which means that the effects of early exposure to interparental violence on IPV in adulthood are contingent upon husbands' controlling tendencies for female civil servants in Ibadan, Nigeria. The results showed that witnessing father beating mother had a statistically significant main effect on husband-to- wife violence, and although the negative coefficient suggests an inverse relationship between higher exposure to interparental violence in childhood and higher husband-to- wife violence, this would be expected if some women who experienced such violence in their childhood were later able to avoid it in adulthood. Alternatively, it may also reflect variations in coping mechanisms or resilience developed as a result of early exposure to family violence.

However, the addition of the moderator (husband controlling behaviour [HCB]) rendered the interaction term highly significant, suggesting that the relation between witnessing

father beating mother and husband-to-wife violence is moderated by the level of husband controlling behaviour. The moderating effect of HCB accounted for 11% of the variance in husband-to-wife violence. Conditional effects of this study show that the moderation pattern is as follows: At low levels of HCB (Mean – 1 SD): The effect of witnessing father beating mother on husband-to-wife violence was negative and significant, suggesting that among women married to men with low controlling tendencies, having witnessed interparental violence did not necessarily lead to experiencing spousal violence, and it may have served as a deterrent. At average levels of HCB (Mean): The relationship became positive and highly significant, indicating that as controlling behaviours rise to moderate levels, witnessing father beating mother becomes a risk factor for husband-to- wife violence. At high levels of HCB (Mean + 1 SD): The positive effect was even stronger, suggesting that women who had witnessed father beating mother are particularly vulnerable to violence when their husbands are highly controlling, in which case controlling behaviour may increase the likelihood that early learned models of aggression are repeated within the marital relationship.

As can be seen in Figure 1, this pattern of interaction shows that the effect of exposure to IPV is moderated by increasing levels of husband controlling behaviour, such that exposure to violence early in the relationship is a risk factor for IPV when coupled with a partner who exhibits high levels of controlling behavior (a characteristic of coercive dominance), a finding consistent with Social Learning Theory (Bandura, 1977), which states that individuals learn behaviors by watching and copying others; watching parents resolve their conflicts with violence offers a behavioral template for using aggression to solve problems, and in combination with a partner who exhibits high controlling behavior, it increases the probability of repeating learned violent interactions in marriage. Moreover, it is consistent with the Cycle of Violence Theory (Walker, 1979), which explains how patterns of violence can be transmitted from generation to generation. Women raised in violent homes may subconsciously accept controlling or abusive behaviors as acceptable expressions of masculinity or authority, and for the feminist, HCB represents the patriarchal power structures that maintain male dominance and female subordination in intimate relationships. The moderating effect of HCB also illustrates how social norms that perpetuate male control and entitlement can amplify the effects of early exposure to gender-based violence.

CONCLUSION

Overall, the moderation analysis shows that controlling behavior by the husband significantly enhances the positive relationship between witnessing father beating mother and husband-to-wife violence among female civil servants, and that although witnessing interparental violence alone may not always predict victimization, the combination of witnessing interparental violence and high levels of partner control may result in a high-

risk environment for IPV, pointing to the importance of multidimensional approaches to domestic violence prevention and intervention in Nigeria.

RECOMMENDATIONS

According to this findings, it is suggested that interventions to reduce husband-to-wife violence among female civil servants target both intergenerational influences and male controlling behaviour in intimate relationships; (1) to challenge cultural beliefs that legitimize male dominance and control, by increasing public awareness and educational campaigns that promote mutual respect, equality, and non-violence in marriage, and (2) to include premarital and marital counseling modules on emotional regulation, healthy communication, and gender-sensitive conflict resolution to enable couples, especially men, to recognize and manage controlling behaviors before they become violent.

In addition, women who were exposed to interparental violence should have access to psychosocial support services to reduce the internalization of violent relationship norms, and early therapeutic interventions can reduce the risk of internalizing these violent relationship norms. The Ministry of Women Affairs and Social Development, working in partnership with the civil service, should create confidential reporting and referral systems for domestic violence victims in the workplace, and finally, policies that encourage men to engage in anti-violence advocacy and gender-transformative training are needed to decrease controlling behaviors that reinforce abuse in marital relationships. These strategies can be incorporated into workplace and community programs to break the

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cycle of violence and promote healthier, more equal marital relationships among Nigerian civil servants.

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