

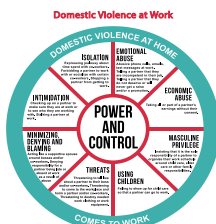
Putting Domestic Violence at Work on the Agenda: The United Nations and the International Labour Organization

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Domestic violence at work: a global world of work issue

- Domestic violence: physical, sexual, psychological and economic violence, as well as coercive control, carried out by an intimate partner.
- Involves control over women's social interactions and autonomy, control of children and parenting, verbal, emotional, economic control, and threats of abuse and violence.
- They can have devastating psychological consequences, affecting a woman's confidence, her ability to leave a violent relationship and to sustain meaningful employment.
- As the ILO has noted: "...work can be a preventive and protective factor in the lives of victims, as often the workplace offers a break from the violent situation and can be a place where the violence is identified." ILO (2018a, p.5)
- The workplace is an important entry point for addressing the social norms and behaviours that underpin domestic violence and the impact that it has on the woman worker and her workplace.
- This requires acknowledging "the right of women to work independently and to have an independent income, which can also provide a violence is identified." ILO (2018, p.5)
- An independent income can provide a pathway to leaving a violent relationship. Early intervention is essential if a woman is to have access to support and specialized services in the community, to enable her to stay at her job and to live independently.

Interlinked forms of power and control of women in relation to domestic violence and its effects on the world of work.



For more information see the report *Can Work Be Safe When Home Isn't?*
This version of the Power and Control wheel is adapted with permission from the
Domestic Abuse Intervention Project in English, Minnesota, and Father's Without Borders
Website: www.fatherwithoutborders.org

Costs for victims / costs for companies

- Studies across the world show that 30-40% of working women have experienced domestic violence and abuse at some time during their working lives.
- Increased recognition of coercive control and economic violence and women's participation in work.
 - Affects women's ability to work, such as preventing women from having sufficient money for bus fares to get to work or to buy clothing suitable for work, and sometimes violent partners break women's work resources and tools.
 - Research indicates that women who experience domestic violence are employed in higher numbers in casual and part-time work, and their earnings are up to 60 per cent lower, compared to women who do not experience such violence. (See for example, TUC (2015) *Unequal, Trapped and Controlled: Women's experiences of financial abuse and potential implications for Universal Credit*. London, TUC)
- In addition research shows that:
 - Domestic violence and abuse affects work performance and ultimately impacts on the capacity of a victim to be able to stay in work.
 - It may also affect the safety at victims and co-workers in the workplace.
 - As with other equality and diversity and occupational safety and health issues in the workplace, companies increasingly recognise that there is a business case for tackling the problem in the workplace.
 - When perpetrators use workplace resources to abuse a victim, this not only places the victim and co-workers at risk, but it also has related costs for employers, arising from lost productivity and lost days from work.

The costs of domestic violence on the economy

Source: UNWomen/ILO Handbook

Australia	The Commonwealth Government of Australia estimates that family violence produces direct costs of \$465 million each year through absenteeism, lost productivity, and staff turnover.
Bolivia	It is estimated that companies lose approximately US\$2 billion a year due to impact of intimate partner violence.
Canada	Spousal violence produced a total estimated economic cost of \$7.4 billion in 2009.
Egypt	Married women are estimated to lose nearly 500,000 working days a year due to marital violence.
New Zealand	Domestic violence is estimated to cost \$368 million or more a year due to lost productivity, turnover and retraining.
Peru	Violence against women in Peru generates an annual loss of more than 6.7 billion US dollars due to 70 million missed working days. This is equivalent to a loss of 3.7 per cent of the GDP.
Spain	Domestic violence has an annual labour market cost of €702 million.
United Kingdom	Domestic violence cost around £16 billion in 2008, including services, lost economic output, and human and emotional costs.
United States	Data for 1995 estimate that victims of severe intimate partner violence lost a total of nearly 8.0 million days of paid work – the equivalent of more than 32,000 full-time jobs – and nearly 5.6 million days of household productivity as a result of the violence.
Uganda	Domestic violence accounts for an estimated 2.4 billion annually in lost earnings, with 75 per cent attributable to women's lost earnings.



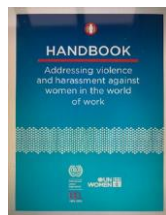
Planet 50:50 by 2030
Step It Up for Gender Equality



Joint UNWomen/ILO Handbook

(launched 19 March 2019)

- Best practices from across the world (including Canada)
- Evidence-based guidance
- Practical suggestions at workplace level



Promising practices: workplace policies addressing domestic violence

- *Safety and security measures in the workplace*, e.g. safety planning to prevent assault, harassment or stalking at the workplace and measures to deal with harassing phone calls and e-mails.
- *Training workplace representatives, safety and health representatives, line managers and colleagues* on identifying the warning signs of domestic violence/ facilitate referrals to specialist support agencies.
- *Intervening as early as possible*, before the violence escalates and the victims feel the only option to resolve the situation is quitting work.
- *Flexible (paid or unpaid) leave or flexible working hours* to enable victims to seek protection, attend court appointments, or seek safe housing for children.
- *Protection from dismissal* during a certain period of time, to ensure victims can maintain their source of income, while leaving a violent situation.
- *Designating trusted, trained persons in the workplace*, to enable victims to confidentially disclose/seek help.
- *Psychological and practical support for victims*, including access to counselling and to confidentially discuss options confidentially and non-judgmentally with a trusted person in the workplace. Other practical support can include information about, and signposting to, specialist services.
- *Financial support*, such as advance payment of salaries or financial support in moving house.
- *Disciplinary procedures in dealing with perpetrators*, setting out relevant sanctions, such as dismissal, in a consistent way.

Source: UN Women/ILO (2019) Handbook Addressing violence and harassment against women and men in the world of work.

Importance of social dialogue

- Tripartite and bipartite social dialogue:
 - Collective bargaining agreements (sectoral and workplace/enterprise)
 - Workplace cooperation / joint workplace solutions to ending violence against women
- Contributes to the achievement of gender equality and ending violence and harassment, economic growth and achievement of the ambitious goals on gender equality, decent work and ending violence against women under the 2030 Sustainable Development Agenda.
- Plays a key role in establishing policies, procedures and protocols on ending violence and harassment against women, including domestic violence at work, that are effective and trusted by workers.
- For definitions of social dialogue see: ILO (2018) Resolution concerning the second recurrent discussion on social dialogue and tripartism. 107th Session of the International Labour Conference; and Global Deal (2017) Thematic Brief. Achieving Decent Work and Inclusive Growth : The Business Case for Social Dialogue. Paris & Geneva, OECD & ILO.

Women's empowerment principles

- The **Women's Empowerment Principles (WEPs)** – a joint initiative of the UN Global Compact and UN Women – are global principles offering guidance to businesses on empowering women at work, including through respecting and supporting human rights and non-discrimination and ensuring the health, safety and well-being of all women and men workers.
- More than 2,000 business leaders from companies across the world have signed the WEPs.
- WEPs' Principle 3 aims to ensure the health, safety and well-being of all workers and highlights the responsibility of employers to support victims of violence and to provide a workplace that is free from violence. Suggestions include offering services to survivors of domestic violence; respecting requests for time off for counselling or medical care; training staff to recognize the signs of violence against women; identifying security issues, including the safe travel of staff to and from work; and establishing a zero-tolerance policy towards violence and harassment at work.
- See: UN Women and UN Global Compact. "Women's Empowerment Principles", <https://www.empowerwomen.org/en/weps/companies>

Standard setting by the International Labour Organization (ILO)

A new ILO Standard on violence and harassment against women and men in the world of work:

- To be agreed at the International Labour Conference (ILC), June 2019
- Recommendation (advisory) and/or Convention (binding measures)
- Recognises the importance of gender-based violence in wide range of situations where violence and harassment occurs, including domestic violence at work

Measures agreed at the ILO Standard Setting Committee (2018) conclusions:

Proposed conclusions: 'noting that domestic violence often affects employment, productivity and health and safety, and that the world of work and its institutions can help recognize, respond to and address domestic violence.' [para. 6(k)]

Member States' role in enforcement, monitoring and victim support: 'recognize the effects of domestic violence on the world of work and take measures to address them', [para. 13(e)] and 'encourage collective bargaining at all levels as a means of preventing and addressing violence and harassment in the world of work and dealing with the effects of domestic violence on the world of work' [19(a)];

'The measures to address the effective of domestic violence on the world of work referred to in point 13(e) should include:

- (a) Paid leave for victims of domestic violence;
- (b) Flexible work hours for victims of stalking and domestic violence;
- (c) temporary or permanent transfers of victims of domestic violence to other workplaces;
- (d) temporary protection from dismissal for victims of domestic violence;
- (e) workplace risk assessments specific to domestic violence;
- (f) a referral system to public mitigation measures for domestic violence, where they exist; and
- (g) awareness-raising about the effects of domestic violence' [para. 31]

Source: https://www.ilo.org/wcmsp5/groups/public/-ed_norm/-relconf/documents/meetingdocument/wcms_631787.pdf

Global companies taking a stand: example of Vodafone

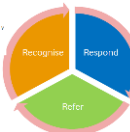
- In 2019 Vodafone agreed a global policy adopted and agreed in each of its markets and subsidiaries in Europe, the Middle East, Africa and Asia Pacific:
 - 10 days paid leave, which can be extended at the discretion of a manager
 - Support for victims/survivors in the workplace
 - Referrals to specialist services and support
 - Safety measures and planning
 - Awareness raising / training in the workplace for workers and managers
 - Perpetrator accountability
 - Links to domestic violence organisations
- Drew on best practice policy from New Zealand.
- Launched international women's week 2019, including Toolkit for managers and workers that has been widely shared amongst companies across the world, and training the trainers sessions with managers in all markets.
- Bright Sky app developed by Vodafone Foundation with Hestia (crisis support charity) available in UK, Czech Republic, Ireland, Italy, Malta, Portugal, and Romania.

- o Vodafone NZ's company policy on family violence at work was introduced because the **company believed that it was the right thing to do for their employees.**
- o Vodafone NZ had chaired a 'business giving network' which made the company aware that it needed to take a stand in launching a policy.
- o The **policy provides ten days leave for victims** of domestic violence which can be extended if necessary. Support and counselling is provided by NGOs partners.
- o **Perpetrators are helped to seek support** and allows unpaid leave to attend counselling.
- o An employee-led Manaaki Support network provides **confidential guidance** and support and practical supports and information are provided to keep employees safe at work, such as changing phone, email address or payroll details.
- o The policy was drawn up with help from the two main NGOs working victims of domestic violence.
- o The policy has been **very well received by employees** and through the Manaaki support network employees have begun to avail of the confidential support and guidance.
- o **Vodafone NZ has collaborated with the Human Rights Commission** to create support material for other businesses who want to implement a policy, which in turn contributed to the introduction of legislation in 2018 to provide the right to ten days leave.

Source: Vodafone Toolkit on domestic violence and abuse at work: Recognise, respond and refer (2019). Available at: <https://news.vodafone.co.nz/resources/toolkit-domestic-violence-and-abuse-work-recognise-respond-and-refer>

Vodafone's model: Recognise, respond and refer

By recognising the problem – particularly at an early stage – managers and employees will help to 'break the silence' about domestic violence and abuse in the workplace, and employees to disclose and discuss the problem. This means that everyone at Vodafone knows and understands that domestic violence and abuse is a workplace issue.



Vodafone will ensure that its policies and procedures provide a supportive workplace that can respond appropriately and empathetically when an employee discloses domestic violence and abuse.

Vodafone managers will signpost employees to internal confidential services (e.g. Employment Assistance Programme) and information about support from specialist domestic violence support organisations, counselling services and other tools such as the 'bright sky' app (where available), in order to report concerns.

'STOP Gender-based violence at work' campaign for an ILO Convention





LINKS & REFERENCES

- **Handbook Addressing violence and harassment against women and men in the world of work.** UNWomen/ILO (2019): <http://endvawnow.org/uploads/browser/files/work-handbook-web.pdf>
- **Vodafone toolkit on domestic violence (which the company is happy to share widely):** https://www.vodafone.com/content/dam/vodafone-images/foundation/news/Vodafone_Foundation_toolkit_on_domestic_violence_abuse_at_work_Recognise_respond_refer.pdf
- **Link to ILO 'blue report' which gives a draft framework for a new ILO Convention on violence and harassment in the world of work:** https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_673728.pdf

Many thanks.

Any questions?
