








European Update: Involving Companies to Cease Domestic Violence

28 March 2019
7-7.30pm







This initiative is part of the CEASE project, supported by the European Union's Rights, Equality and Citizenship program.








INTRODUCTION : PRESENTATION DE FACE

- A non-profit foundation created in 1994
- Main objective: fight against all forms of exclusion, discrimination and poverty with and within companies
- Network of companies: 5,600 members
- 5 themes: RSE, access to jobs, school support, social inclusion, territorial innovation
- Think, do & share tank
- 295,000 people benefit from these activities every year







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PRESENTATION ON THE CEASE INITIATIVE AND THE 1IN3WOMEN NETWORK



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The impact on domestic violence on work in Europe




- 1 out of 3 women has experienced physical or sexual violence during her life, most often by a partner or former partner/ 62% of victims of domestic violence are employed
- **Every employer has had, has or will have contact with a woman who is a victim of violence**
- 42% of European women who are victims of domestic violence have talked about the violence they suffered at work, mostly with colleagues and friends rather than with managers, HR or union representatives
- More than 1 in 5 European women (22 %) know someone at work who has been the victim of domestic violence
- The cost of domestic violence in Europe is estimated at 122 billion euros each year (lost economic production due to absences, reduced productivity or death of the victim, the cost of public medical, legal and social services, the physical and emotional impact on the victims)



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ORIGIN OF THE PROJECT



2014-2016

COMPANIES AGAINST GENDER VIOLENCE









Deliverables

- National studies
- Good practices guide for companies – “Ending violence against women”

Objectives

- Raise awareness and prevent violence against women through a European campaign piloted in 5 countries (France, Belgium, Spain, Greece & Bulgaria).
- Fight against the impact of domestic violence at work





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NETWORK OF COMPANIES – CEASE/OneInThreeWomen



European Consortium



Members




Members in France, also members in One InThree Women



Members in Belgium and Greece



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ACTION TAKEN

Mobilization


- Engagement charter
- Mobilization events:
 - 3 annual workplace workshops
 - Launch event in Paris on 9 November 2018
 - Institutional event in Brussels on 21 November 2018
- Awareness events organized within companies such as: specialized association conference, speed-meeting, team-building...




Training

- Training organized for network members: e-learning, face-to-face training for employees
- Awareness kit: posters and guide



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ACTION TAKEN

Research


- Impact map: interactive map listing the European initiatives and actors fighting against violence against women
- Study – one in 2018-2019
 - TO measure the impact of domestic violence on work (for victims, colleagues and companies).
 - Compare the costs of preventative measures (e.g. training, awareness activities) and the compensation costs (replacement, loss of productivity)


Experiments

- Pilot projects and implementation of tools developed by the network
- Examples: protocols and action plan test for victims in the companies, test at BU or*



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FOCUS on the ENGAGEMENT CHARTER 1/2

MAIN OBJECTIVES

- Raise awareness about violence in our own organizations, with our peers, stakeholders and the general public
- Develop and/or use policies, tools, training and processes for our HR departments, management teams and all our partners to help respond when an employee reports they are a victim of violence
- Allow employees to speak openly and promote an open, welcoming environment for our partners who may be victims of violence
- Facilitate access to specialized associations that can support partners who are victims of domestic violence
- Develop a network of diverse stakeholders (private and public companies, associations, public institutions, unions) to work together on this subject



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FOCUS on the ENGAGEMENT CHARTER 2/2

Engagement at the highest level of the companies – CEO signatures



Launch event on 9 November 2019



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FOCUS ON PARTNERSHIPS

International organizations

Unions

Civil society organization









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PRESENTATION ON GOOD PRACTICES IN MEMBER COMPANIES

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COLLABORATION WITH STAKEHOLDERS: UNIONS



Agreement on promoting social dialogue and diversity for respect for fundamental rights signed with UNIGlobalUNION on domestic violence



Common declaration by the unions and management on combatting violence against women



Quality of life agreement signed with UNSA and CFTD



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COLLABORATION WITH STAKEHOLDERS:
SPECIALIZED ASSOCIATIONS



Support for specialized organizations that help women who are victims of domestic violence in France and around the world





Participation in the 2017 UN Women Orange Day campaign




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AWARENESS AND TRAINING ACTIVITIES







In-company training on violence against women and domestic violence:


- o Employees
- o Staff representatives
- o Social assistants
- o Executive team members




Writing and distribution of awareness support documentation:




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Partenaires



AWARENESS AND TRAINING ACTIVITIES



CEASE

Centre Européen d'Appui à la Sécurité des Femmes

1. Laissez votre collègue parler, ne interrompez pas.

2. Écoutez-la avec empathie.

3. Évitez la réaction que vous ne pouvez ni contrôler ni influencer.

4. Remerciez-la d'avoir partagé son histoire avec vous.

5. Demandez-lui comment vous pouvez l'aider.

6. Laissez-la décider et ne l'obliguez pas à expérimenter ce que vous lui proposez.

7. Affirmez-vous à un large éventail d'émotions, du dévouement à la colère ou encore la culpabilité.

8. Respectez la confidentialité et la vie privée de la personne. Vous pouvez vous en assurer à moins qu'elle ne vous en donne la permission.

3919

Appel anonyme à chaud

appel et aide en français par le 3919

Service d'urgence gratuit

www.3919.org





9. Ne laissez pas la violence pour les auteurs de l'agression.

10. Connaitre le numéro national d'urgence, d'urgence et de conseil pour les victimes de violence conjugale.


11. Si votre collègue a besoin de s'adresser au tribunal, au commissariat, au service d'urgence ou autre, aidez-la à se sentir soutenue.

12. Si vous êtes manager ou HR, travaillez avec elle pour mettre en place des mesures de sécurité et créer un environnement de travail sûr.


13. Le travail devrait être l'endroit le plus sûr pour elle pour le moment.




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Partenaires



AWARENESS AND TRAINING ACTIVITIES



GUIDE DE PREVENTION

LUTTER

CONTRE LA VIOLENCE





CONJUGALE

— 2019-2021 —


FEMMES

POUR LES FEMMES


UNION EUROPEENNE




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Partenaires




HR PROCESS







Carrefour Argentina: possibility of requesting a salary advance





Carrefour Spain: flexible hours, geographic mobility, protection, protection from dismissal...




Mobility procedures



Employing women who are victims of violence



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SUPPORT FOR VICTIMS

Social services department trained in domestic violence and full support for victims (social steps, housing, legal, medical, psychological support, put in contact with associations).

Helpline


Funding for shelters


Access to legal aid with trained and certified attorneys



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Others follow



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CONCLUSION



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Thank you for listening!

Nadège Lharaig
Project Manager, Workplace Equality and Diversity
n.lharaig@fondationface.org
+33 07 68 03 63 27



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