



The role of social partners in preventing third-party violence and harassment at work

2021 – 2023



EUPAE



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Survey on TPVH (online survey and interviews)

Countries:

- Bulgaria
- Czech Republic
- Denmark
- France
- Ireland
- Italy
- Latvia
- Netherlands
- Poland
- Spain

Sectors:

- secondary schools
- hospitals
- prisons
- employment service
- urban public transport
- front desk administrative functions in local and regional government
- telecoms

Preliminary online survey findings (responses from 120 national organisations)

- 60% trade unions / 40% employers
- over 50% say TPVH is an extremely serious or very serious problem
- 36% say it has impacted on the quality of the service provided
- 40% say COVID-19 has had a big impact
- prominent types of TPVH include verbal aggression, followed by psychological harassment and threats, physical assault and sexual harassment
- 11% say they have included GBVH in policies or CBAs
- 10% say they have included GBVH in risk assessments on TPVH
- 40% are aware of the multisectoral guidelines
- majority say that they want more detailed guidance and examples of what works
- one-quarter would like binding measures

Domestic violence: a workplace issue

Definitions

- Domestic violence can involve physical, verbal, sexual, emotional or psychological abuse and frequently involves coercive control, threatening behaviour and abuse of an intimate partner.
- It can have devastating physical, economic and psychological consequences, affecting an employees' confidence, ability to leave a violent relationship and to sustain meaningful employment.
- **Physical violence**
- **Sexual abuse**
- **Coercive control**
- **Financial/economic abuse**
- **Emotional/psychological control and threats**
- **Stalking**
- **Cyber harassment**

The right to work and to have an independent income

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.

‘...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, 2018, p.5)

What is the extent of the problem?

- Domestic abuse affects women and men, but women are disproportionately affected
 - UN data shows that 35% of women experience domestic violence and abuse over their lifetimes.
- Estimates from across the world vary about the numbers of working women affected
 - range from 4% to 40% of working women who have experienced domestic violence and abuse at some time during their careers
 - significant impact of COVID-19 – remote working / teleworking, with numbers seeking help increasing as much as 70% during confinement
- The majority of women affected by domestic abuse say that it affected their work performance or their safety at work.

Impact in the workplace

- Absence from work/sick leave, arriving late and needing to leave early (injuries, ill-health, or abuser makes it difficult for them to attend work).
- Being present at work but less able to concentrate on or perform work tasks ('presenteeism' effects) - lower work quality and/or risks of mistakes or accidents at work.
- Difficulties in staying in the job, needing to leave their jobs (either voluntarily or involuntarily).
- Safety at work risks from a partner or ex-partner (assault or stalking at work, abusive emails or telephone calls)
- Reduces women's capacities to have an independent and decent income, and to take up promotion and career development opportunities that would give them better paid jobs – impacts on the gender pay gap.
- Strong business and economic arguments for tackling the problem.

What are the solutions? Evidence from good practices

- Jointly agreed workplace policies and CBAs to provide support and safety measures for survivors, including:
 - paid domestic violence leave (current norm is minimum 10 days paid leave)
 - flexible working hours
 - temporary reduction in work tasks / work relocation
 - financial support e.g. advance salary, loan or payment for accommodation
 - protection from dismissal
 - holding perpetrators accountable
- Partnerships with DV organisations for training, awareness raising and expertise
- Raising awareness and open up spaces for workers to talk about domestic violence, break the silence and victim blaming culture
- Training managers, workplace advocates and union reps to provide confidential, compassionate and empathetic information and support
- Engaging key personnel in risk assessment and DV safety planning
- Ensuring alignment with all relevant workplace anti-discrimination, HR, OSH and security policies

Practical examples

- Training shop stewards in Denmark to provide support for survivors (FIU Equality)
- Agreements and training in French companies e.g. Renault, La Poste, and OneInThreeWomen network (Kering, L'Oréal, Carrefour, Korian, BNP Paribas etc.), and Civil Service,
- Negotiations and policies drawn up in UK municipalities, with detailed guidance from UNISON
- Agreements and policies in the health sector, including a confidential support service and policy in one Northern Ireland hospital
- ETF guidance for transport unions and employers on integrating domestic violence and safety planning, OSH risk assessments and workplace policies
- Paid leave and financial support in many Spanish companies and in local government/municipalities
- Integration of domestic violence into recent agreements in Italy, e.g. 2020 agreement with Vodafone on wellbeing at work, includes 15 days paid leave

ILO Violence and Harassment Convention No. 190 & Recommendation No. 206

C.190

“Noting that domestic violence can affect employment, productivity and health and safety, and that governments, employers’ and workers’ organizations and labour market institutions can help, as part of other measures, to recognize, respond to and address the impacts of domestic violence..” (C,190, Preamble)

“...recognize the effects of domestic violence and, so far as practicable, mitigate its impact in the world of work”. (Article 10f)

R.206

Policies for mitigating risks of domestic violence can include:

- (a) leave for victims of domestic violence;
- (b) flexible work arrangements and protection for victims of domestic violence;
- (c) temporary protection against dismissal for victims of domestic violence, as appropriate.
- (d) the inclusion of domestic violence in workplace risk assessments;
- (e) a referral system to public mitigation measures for domestic violence, where they exist; and
- (f) awareness-raising about the effects of domestic violence.”

Thank you!

Do you have any questions or comments?

Do you have good practices to share with us?



GET INVOLVED

SEND US YOUR CASE STUDIES ON
PREVENTING TPV IN YOUR SECTOR

PARTICIPATE IN THE ONLINE SURVEY

The survey is available in 10 languages (BG, CS, DA, ENG, ES, FR, IT, LV, PL, NL)

Here is the English survey.

Online European survey on third-party violence and harassment:

<https://www.research.net/r/TPV-EN>

QR Code for the survey (for mobile phones):



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