

FIVE STAGE FRAMEWORK TO PREVENT AND RESPOND TO VIOLENCE AGAINST WOMEN

1



DEVELOP & IMPLEMENT A WORKPLACE POLICY

- ▶ Analyse & Plan
- ▶ Establish internal grievance mechanisms
- ▶ Involve all staff
- ▶ Ensure organizational commitment

IDENTIFY & RESPOND TO THE PROBLEM

- ▶ Train & inform the staff & managers
- ▶ Build trust
- ▶ Implement standardized procedures
- ▶ Refer victims to specialized structures for care & support

2



3



INTERACT WITH EMPLOYEE-VICTIMS

- ▶ Listen to the employees
- ▶ Explain & inform
- ▶ Assist victims to overcome isolation
- ▶ Allow for flexible work organization
- ▶ Envisage special arrangements & work reintegration
- ▶ Ensure safe work conditions, confidentiality & security at the workplace

RAISE AWARENESS IN THE WORKPLACE

- ▶ Involve the top management
- ▶ Support a clear message against violence
- ▶ Disseminate information

4



5



ENGAGE WITH STAKEHOLDERS

- ▶ Build bridges with specialized stakeholders
- ▶ Support coordination between institutions
- ▶ Involve trade unions
- ▶ Offer training sessions & awareness campaigns

CONSEQUENCES OF GENDER-BASED VIOLENCE

KEY FACTS AND FIGURES

AFTER-EFFECTS OF THE VIOLENCE



► **83% of abused female workers** experienced after-effects of the violence, which made it difficult for them to keep a job

Source: Danish National Council for Social Services, 2009, Voldsramte Kvinders Arbejdsliv, pp. 20-21



WORK ACCIDENT



► **75% of offenders** had a hard time concentrating at work because of their abuse, which has caused (directly or indirectly) a work accident due to inadvertence in **19% of cases**

Source: Vermont Council on Domestic Violence, 2012, Effects of Domestic Violence on the Workplace. A Vermont survey of male offenders enrolled in batterer intervention programs, p. 5



DOMESTIC VIOLENCE COSTS IN EU25



By increasing the budget of intimate partner prevention policies by **€1**:

- **€87 can be saved in total costs**
- out of which **€30 in direct costs**

Source: PSYTEL (2009), Estimation du coût des violences conjugales en Europe, Daphné, <http://www.psytel.eu/en/violences.php>

| 2011 |

Adoption by the Council of Europe of the Istanbul Convention on preventing and combating violence against women and domestic violence. It defines “violence against women” as a “violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”.