

RETURN TO EMPLOYMENT OF WOMEN FACING DOMESTIC VIOLENCE: WHAT ACTIONS FOR COMPAGNIES?

COMPANIES MOBILIZATION GUIDE

INTERACTIVE PATHWAY FOR (RE)INTEGRATION AT WORK OF WOMEN FACING DOMESTIC VIOLENCE



Step 3 Remobilisation



INTRODUCTION

1 woman on
4

in the world is a victim of
domestic violence

(source : The Lancet, Vol 399, number 10327,
p 769-884, e7-e10, Feb 26 2022).

64%

of the victims were not or no
longer worker in 2020.

(source : Department of the Interior, National
Study on Violent Deaths in relationship,
France, 2020).

“For these women, socio-professional integration is the keystone of a life project, of getting out of violence [...] It is the possibility of regaining one's autonomy, of finding oneself as a subject”

Clémentine Lévy, Training and Network Manager at the Fédération Nationale Solidarité Femmes

For a company, talking about domestic violence is not easy. It is commonly accepted that violence is part of the private sphere and that an employer cannot intervene in this area. However, having a job allows these women to achieve stability and financial independence so that they can break the cycle of violence and thus empower themselves.

Many share the idea that, in order to have a stable job, women must first have left violence. The partners of the European consortium ACTIV have decided to defend the fact that companies can commit themselves to welcoming women who have been or are still victims of domestic violence. By working on their professional inclusion, companies can help these women to consolidate their economic independence and help them regain their selfconfidence.

To this end, the ACTIV project partners offer you this guide to involve your organization in the issue of domestic violence. This tool can help you to :

- Lift the taboo of domestic violence in the workplace ;
- Welcome women who are confronted with domestic violence ;
- Develop good practices to respond, at your level, to this societal issue.

HOW TO GET INVOLVED?

The ACTIV project has identified 5 steps to engage your organization against domestic violence.

These steps are indicative and can help you to set up an action plan. They are intended primarily for Human Resources, Diversity and Inclusion teams.

✔ **Step 1 : Raising awareness**

Communicating on the charter and its issues, distributing the awareness-raising kit and e-learning, offering training courses run by specialist associations.

✔ **Step 2 : Support**

✔ Support for associations or innovative projects.

✔ **Step 3 : Accompany**

✔ Development of measures for employees (social action service, flexible working hours/geography, help with rehousing, acces to a digital safe, etc.)*.

✔ **Step 4 : Consolidate**

✔ Integrate issues related to domestic violence into company agreements and develop a framework for intervention on domestic violence.

✔ **Step 5 : Deploy**

✔ Integrate the issue of domestic violence into Global Policies and establish partnerships with other countries, share and exchange.

To illustrate these different steps, ACTIV offers examples of good practices to be implemented. The actions detailed below have been observed within the OneInThreeWomen network, the first European network of companies committed against domestic violence, and the CEASE project.

*Use the safety developed by Western University : <http://makeitourbusiness.ca/guidelines/individualized-workplace-domestic-violence-safety-plan.html>

GOOD PRACTICES

Step 1 : Train and raise awareness among employees

What awareness actions should be implemented in the company ?

- Communicate on the company's commitment to the fight against violence against
- Communication on key dates (March 8 for Women's Rights Day and/or from November 25 to December 10 for the International Day for the Elimination of Violence against Women)
- Training on violence against women and domestic violence for employees, employee representatives, social workers and members of the Executive Committee

Examples of good practices :

- Posting of [information posters](#) on domestic violence with external and internal (HR, manager, social worker) hotlines in strategic locations (restrooms, break areas, open space)
- Communication of the [OneInThreeWomen podcast](#) to raise awareness of the role of companies in the fight against domestic violence
- Developing access to [e-learning](#), on domestic violence
- Development of training courses in conjunction with specialized association
- Joining international campaigns such as #OrangeTheWorld or national campaigns such as the White Ribbon in Belgium.

Step 2 : Support

Companies can initiate collaborations with external partners and other stakeholders such as specialized associations or trade unions: integration in company agreements and global policies.

Examples of good practices :

- Establish partnership agreements with national and/or local associations: training / linking local branches and company subsidiaries
- Integrating domestic violence into the company or global policy agreement through dialogue with the unions
- Financial support for associations.

Step 3 : Accompany

The company can set up simple HR processes to facilitate the victim's access to or retention in employment. Many organizations provide for specific measures relating to flexible working hours, geographical mobility, protection against dismissal, access to financial aid (advances on salary, solidarity fund, etc.), the setting up of an internal hotline or the provision of a digital safe.

Concrete examples of good practices :

- Individualized social support for employees by the personnel social service: information on aid schemes, referral to local associations, support with administrative procedures
- Temporary provision of emergency accommodation and search for a nursery
- Creation of a network of trained employees to hear from employee victims and to provide them with guidance
- Referral to specialized associations
- Creation of internal discussion forums
- Appointment of a violence referent among the resource persons
- Setting up debates and/or conferences, sometimes with external experts.

Step 4 : Consolidate

In order to formalize the measures already implemented, companies include in their agreements the processes provided for in the event of employees facing domestic violence.

Concrete example of a good practice implemented by a french company :

As part of its new agreement in favor of gender equality in the workplace and gender diversity, this organization gives its employees who are victims of domestic violence three days' leave of absence to enable them to :

- File a complaint;
- Go to a court summons;
- Go to a court lawyer;
- Make an appointment with local specialized associations.

Step 5 : Deploy

Finally, it is a matter of extending the values defended by your organization to its network of partners and/or service providers so that a maximum number of private actors become involved in the issue.

Developing a rich ecosystem around the company is important for the care of victims.

Examples of good practices :

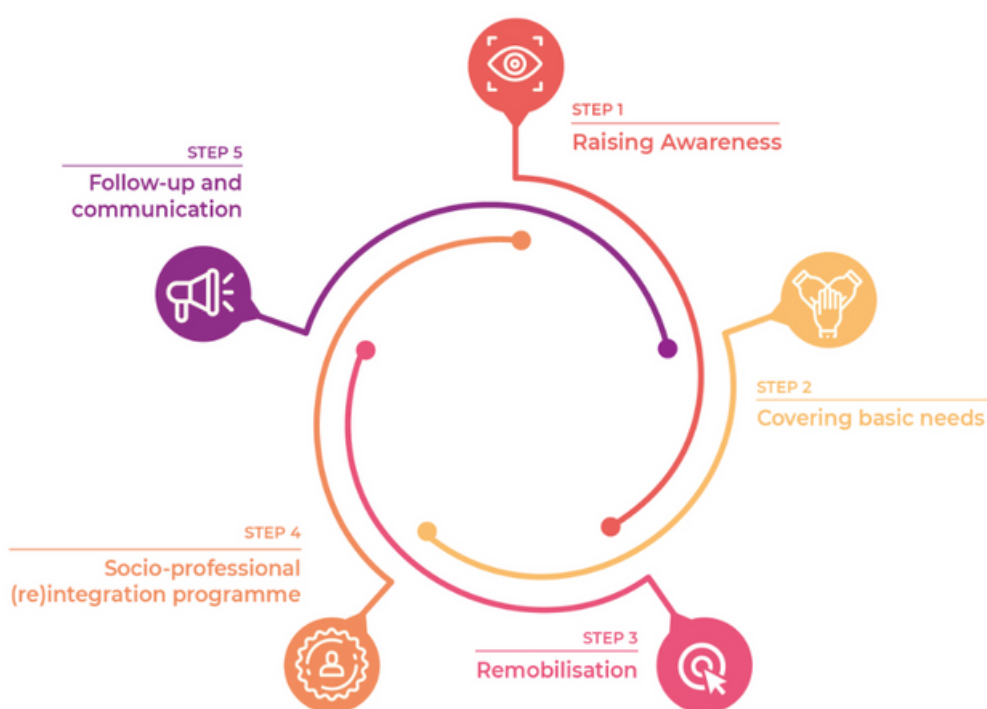
- Join a network of companies committed to fighting domestic violence (e.g., the CEASE network in Belgium, the OneInThreeWomen network in Europe)
- Include domestic violence in your group's global policy
- Communicate your commitments to your service providers via a declaration of commitment to encourage them to join you.

CONCLUSION

By committing themselves to fighting domestic violence, companies are helping to lift the taboo on the impact of such violence on the workplace. This makes it possible to communicate widely on the role of the employer in the face of this societal scourge.

The #ACTIVproject is co-financed by the ERASMUS+ programme of the European Union, and will be implemented from November 2020 to December 2022. This guide and the project content reflects the views of the authors, and the European Commission cannot be held responsible for any use which may be made of the information contained therein. (Project code : 2020-1-BE01-KA204-074919).

INTERACTIVE PATHWAY FOR (RE)INTEGRATION AT WORK OF WOMEN FACING DOMESTIC VIOLENCE



WWW.ACTIVPROJECT.EU



CEPS Projectes Socials
<http://www.asceps.org>



Co-funded by the
Erasmus+ Programme
of the European Union



The European Commission's support for the production of this publication does not constitute an endorsement of its contents, which are the sole responsibility of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein (2020-1-BE01-KA204-074919).