

*Coping with
the impact of partner
violence at workplace.*

Practical Guide

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Program Daphne III

Prevent and combat violence against children, young people, and women and to protect victims and groups at risk.

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Coping with the impact of partner violence at workplace

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INTRODUCTION

1

- Partner violence has a far reaching impact on the professional lives of its victims. Whether they are already in work or whether they are seeking employment. And yet, it is vital for these women (and sometimes men) that they be able to keep their jobs or find employment, as this ensures their financial independence and, less obviously, as the work place often is the first place where they can talk and find informal assistance.

Partner violence is not without its economic consequences for the victim's employer and her colleagues through loss of productivity, sick leave, longer absences from work or vocational training courses, harassment in the workplace by the partner, increased danger to herself and greater stress for her colleagues.

It is possible to end a violent situation, but it may take time. The longer the victim waits before she speaks out, the longer her problems will remain hidden and the greater they will become. Whereas the victim who can talk about her problems and who benefits from help in organising her work (or training) will be in a position to protect herself and her children.

There are three types of action that can be offered to a victim to help her to keep her job or to continue to attend her vocational training:

- Prevention: this can be achieved by introducing an awareness raising campaign in the workplace showing the many faces of violence, its mechanisms and the response it tends to trigger in the general public. Such a campaign could also explain that often a victim feels ashamed and can not bring herself to call what she is going through by its real name, "violence". So the essential message to get across is that violence is a serious breach of any person's fundamental rights, it can never be justified and the victim can in no way be held liable for the action(s) of her aggressor.
- Assistance: this could be provided by contact persons in the work place who have been trained specially to identify violence, to offer a sympathetic ear to the victim - and the aggressor - and to direct them to more specialised help.

- Practical action on a case-by-case basis which offers quick solutions: inform the security officer, adapt the working hours, redirect telephone calls, involve the colleagues in the protection measures (with the victim's consent).

Apart from these three types of help, there is the more general issue of bringing partner legislation and framework employment contracts up to date so that victim gains the right to take the necessary measures to extract herself from a violent situation without losing her employment as a result.

These are the factors that have led to a project carried out jointly by a European trade union and a number of European NGOs. This project, "Job-keeping and vocational integration for victims of partner violence", ran from 2010 until 2011¹. The participating trade union and coordinator was COFACE (the Confederation of Family Organisations of the European Union) and the participating NGOs were the Belgian FPS (Femmes Prévoyantes Socialistes), which started the programme and was in charge of the educational coordination, the Belgian FGTB (Fédération Générale du Travail de Belgique), the Greek KMOP (Family and Child Care Centre), the Spanish Salud Y Familia (Health and Family) and the Bulgarian WMAV (Women and Mothers Against Violence).

As part of the project, each partner organisation set up a training programme for contact persons, design awareness raising tools which targeted those professionals who are involved in welfare and assistance work, trade union delegates, job-seeker advisers, medical health staff etc and therefore could provide assistance and advice to the victims of partner violence and support them in the professional lives.

The project was rounded off with an evaluation.

The project received financial support from Daphne III, one of the specific programmes that are run and funded as part of the General Programme "Fundamental Rights and Justice" by the European Commission's DG Justice. It aims to prevent and combat all forms of violence against children, young people and women and to protect victims and groups at risk.

Liliane Leroy
Chargée d'étude – FPS

¹ "Maintien au travail et insertion professionnelle des victimes de violences domestiques", Daphné III, grant agreement number JLS/2008/DAP3/AG/1345 - 30CE03125000064.

2 THE WOMEN EMPLOYMENT AS A PREVENTIVE AND PROTECTIVE FACTOR IN PARTNER VIOLENCE

Belonging to the male or female gender is not only an individual characteristic of people but it is also a social attribute that lets us perceive a categorical and non-gradual difference between men and women. For this reason, the gender system organizes the relations of inequality based on the differences between men and women. The social distribution of roles gives values and activities differentiated according to people's gender which place them in asymmetric positions of power.

The gender system is accepted and it is perpetuated by experiences and shared beliefs that confirm the supposed categorical differences between women and men. Viewed from this perspective, the differences between women and men serve as a base to justify the more powerful and privileged male positions in almost all the aspects of life. However, the real people's life can exceed or go beyond any system of beliefs. The interactions between men and women in different contexts can confirm or undermine the beliefs in the gender system.

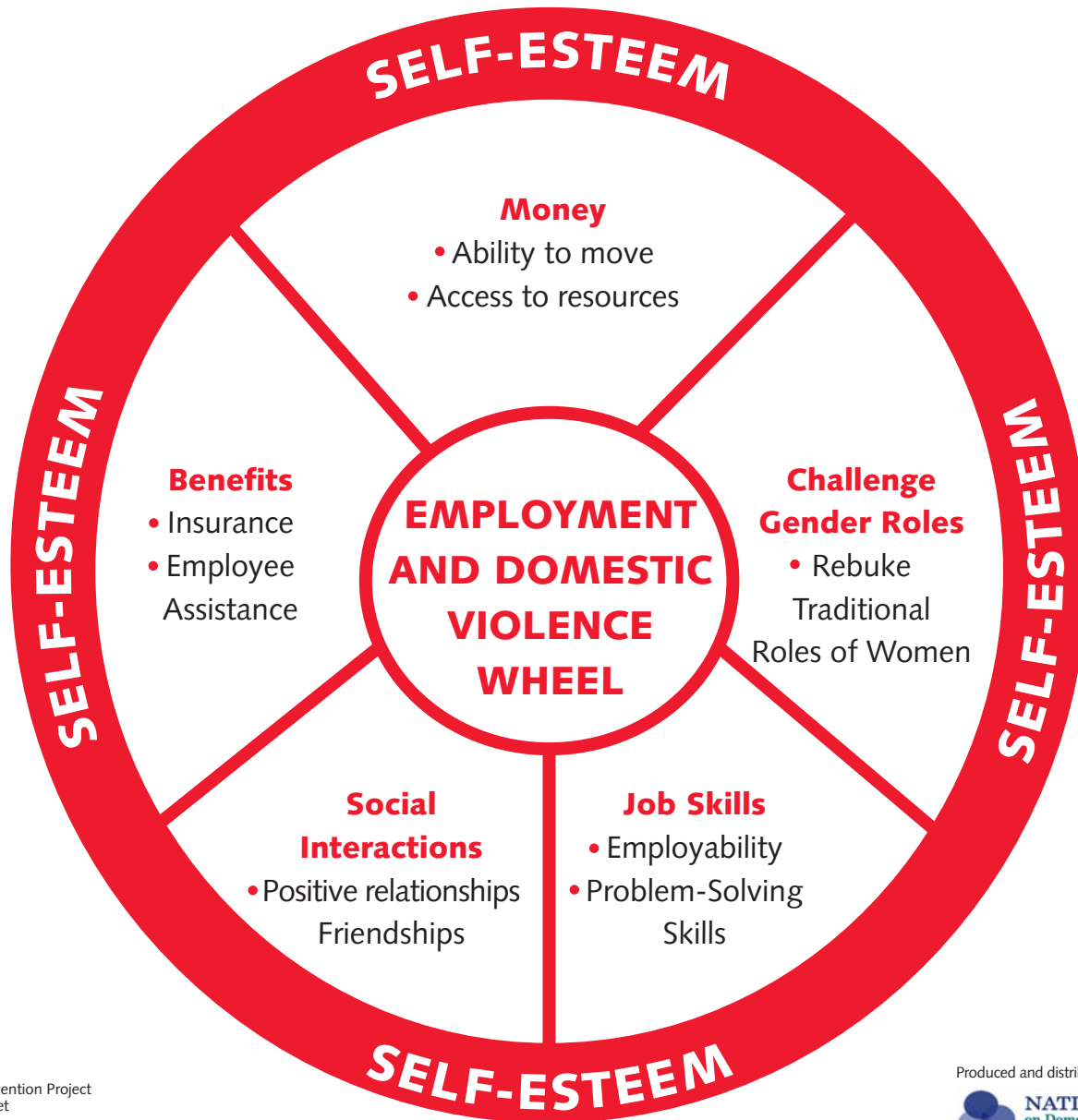
With things as they are, women's access to employment and education is, by itself, a powerful equality generator and at the same time acts as a preventive and protective factor in one of the most extreme ways of domination and discrimination against women: partner violence.

Employment provides women with income, support networks, skills development, social protection, self-esteem and respect to them. The job is a key piece to the construction of women as individuals – people with dignity and knowledge of their own value – and in this sense, it defies the subaltern position the gender system gives them.

Women whose position in the social structure is more disadvantaged and also those women, who live in family environments characterized by inequality between the members of the couple and the family, show a higher risk of being abused and that violence may have a long-lasting impact on their lives. Even among women in situations of vulnerability, the employment plays a protective and supportive role when facing partner violence as it provides certain financial independence, allows having a network of personal contacts and keeps self-esteem.

The behavior of many aggressors as well as the effects of the spiral of violence provokes the social and psychological isolation of the victims. In contrast, the employment offers them the possibility of making friends, having positive relationships, developing the feeling of belonging to a team or at least, having a responsibility and a place where there are people who are waiting for them and need them.

DOMESTIC VIOLENCE AND EMPLOYMENT WHEEL



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3 THE IMPACT OF PARTNER VIOLENCE ON THE WORKPLACE

Partner violence is a behavior pattern with which a person, usually a man, tries to gain power and control over another person within the framework of an intimate relationship. This behavior pattern involves intimidation, threats, psychological confusion, emotional pain, verbal abuse, physical and sexual aggressions and homicide. The aggressor administers violence as a drug in order to get what he wants. Thus, no matter the type of abuse, the aggressor keeps the victim in a state of terror and always on a knife-edge.

Partner violence is not limited to the home and it is not a private issue: it affects victims in their workplace, their co-workers and the entire company. The effects of partner violence include a wide spectrum of impacts ranging from interference during the work time to serious individual and collective damages.

POWER AND CONTROL WHEEL



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On the victims

Partner violence has a remarkable impact on the women's health and the work performance.

The most common effects are usually unspecific and may appear in a recurrent way. Among these, the most usual are:

- Tiredness
- Insomnia
- Headaches
- Anxiety
- Irritability
- Depression
- Digestive disorders
- Sexually transmitted diseases
- Unwanted pregnancies

The victims usually present other **symptoms** that show up in constellation and may turn into a long-lasting behavior model that interferes and limits the work performance. Among others, the most common ones are:

- Concentration difficulties
- Feeling sad, isolated and always on the defensive
- Nourishment disorders.
- Chronic pains
- Consumption of legal and illegal drugs.
- Making last minute changes, breaking appointments, making excuses.
- Frequent and improvised requests.
- Arriving at work very early or very late.
- Absenteeism mainly after weekends or vacations.
- Tension with respect to personal calls.
- Feeling nervous when speaking before the aggressor.
- Couple quarrels
- Avoiding exposed places such as windows, a front entrance, etc.
- Keeping always in mind the demands and requirements of their partners before making any decision.
- Having difficulty making own decisions

The specific and visible effects of physical abuse such as injuries, burns, bruises, etc. are usually concealed by the victim either by being off work or by wearing clothes that cover the lesions.

On the male and female co-workers

The workplace is a strategic place for the aggressor's actions since he knows how to get there and then finds the victim. For this reason, the co-workers will suffer the impact of the deterioration of the victim's health, personality and her work performance and also the direct consequences of the aggressor's behavior in the workplace.

Some cases of the aggressor's **interference** in the workplace that affect co-workers apart from the victim usually are:

- Frequent phone calls and e-mails to the victim.
- Inquiries and questioning to co-workers about the victim.
- Visual surveillance.
- Threats, lies or insults to the victim's co-workers.
- Breakage of objects or furniture in the victim's workplace

At the same time, it is important to keep in mind that the aggressor also interferes and generates an impact on his own workplace as he spends a lot of time, energy and attention to control or harass the victim and to do so, he uses the resources of the company,

The impact of partner violence on his co-workers includes a **wide range of effects** such as:

- Concern about the victim
- Concern about the personal safety
- Fear that violence may reach the workplace
- Long halts at work
- Negative impact on the relationships between co-workers.
- Resentment towards the victim for the work delegated to other co-workers and the special treatment received from the management executives of the company.
- Trauma after witnessing some kind of partner violence.

On the entire organization

Partner violence chases the victim and spreads its deleterious effects all over the organization, being **the most visible costs** for the company those that are linked to:

- Decreased productivity of the victim and her closest co-workers.
- Actions taken to hire, replace or train new workers when the victim has to be replaced or quits the job.
- Customer complaints due to the victim's poor work performance and/ or inconveniences caused by the aggressor in the workplace.
- Legal actions taken when the company is sued for not complying with the legal obligations towards the victim.
- Material damage caused by the aggressor to the company's movable and immovable property.
- Alterations in the work atmosphere and increase of the tension between workers.

4 ZERO TOLERANCE FOR PARTNER VIOLENCE IN THE WORKPLACE

Partners' relationships concentrate multiple expectations for both members of the couple and involve, in almost all cultures, economic cooperation, sexual activity, care of the children and also most of people hope that the relationship may last long. For this reason, violence coming from the intimate partner has a systemic effect on women's lives affecting health, work, care of the children, social life, the home and also economic, material and legal aspects.

Violence from an intimate partner is one of the most evident and harmful manifestations of gender domination and discrimination in our society. Victims are abused just for being women and they are also considered for lacking values, respect and recognition from their aggressors.

The fact that many of the manifestations of partner violence take place inside the home has fueled the idea that it is a private issue. However, following the democratic trends that support the equality of treatment and opportunities for men and women, a new approach is making its way. This approach entails a public compromise at different levels that stands for zero tolerance for partner violence and the collective responsibility for dignifying and saving the victims' lives as well as their children's. To this effect, companies have to be responsible for keeping safe and protective workplaces for all: victims and workmates.

Identifying and supporting victims

- Uncovering and identifying partner violence that some worker suffers is a matter of receptivity – “being there” – and availability – “ready to listen” – does not mean interfering or inviting to reveal confidences.
- Victims must be sure about their confidentiality and also about the fact that revealing a problem will not hurt them and that the issue will not be spread without their consent.
- Revealing the abuse suffered decreases the risk for the victim and her coworkers
- Social support in the workplace is an opportunity for the victims to call partner violence by its name and admit that it is something unacceptable in their lives.

| Why victims do not speak | Why victims speak |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• Little confidence.• Fear of losing the job.• Fear of being viewed as culprit.• Her workmates are the aggressor's friends.• Fear of revenge and humiliation from the aggressor.• A personal problem approach. | <ul style="list-style-type: none">• They have reference people in their workplaces.• To explain poor performance.• To justify absenteeism and authorizations.• To explain her look.• To explain the aggressor's interference. |

Once the victim of partner violence has revealed her situation it is crucial to keep in mind that **the simple solutions are effective** and accessible for the coworker the victim has trusted in.

The attitude of the trusted coworker is decisive to activate the chain of social, professional and corporative support. The experience gained shows some basic behavior guidelines which are highly effective such as:

- Believing in the victim
- Listening without criticizing or incriminating the victim
- Not looking for someone to blame
- Not saying to the woman what to do with her life

- Finding attention and confidence spaces to be with the victim
- Suggesting that the victim consult professional services available inside and outside the company.
- Showing availability as a contact person in case of emergency

If a woman reveals his condition to a coworker because she is in **imminent jeopardy** and / or asks for **immediate help**, the basic behavior rules should be:

- Tell her that what is happening is not good and nobody deserves it.
- Focus on helping and supporting right away without judging
- Suggest immediate safety measures for the woman and her children
- Accompany the victim to the reference person in the company who is responsible for the safety and support of victims.

Diminishing the negative effects of partner violence

Once the victim has revealed the abuse she is suffering, it is necessary that **the reference person with specific training** that any company must have, take the following actions:

- Design a personal safety plan for the victim including her children if possible. For this to be feasible, the personal safety plan must be based on information and preferences of the victim as well as the company's capacity. The personal safety plan can include the voluntary collaboration of co-workers for some day to day actions.
- Advice and help the victim keep all the harassment evidence (phone messages, e-mails, etc.)
- Ask the victim for a photo and the physical description of the aggressor to be handed out to the janitors and members of the security service.
- Relocate and change professional phone numbers and physical workplace if this may be of any use.
- Inform the victim on the legal actions planned for her to keep her job and safety (new timetables, authorizations, etc.)
- Think together with the victim of how her safety can be improved when commuting to and from work.
- Facilitate the victim to have spare clothes, shoes and hygiene products in the workplace.
- Provide the victim with basic information on the effects of partner violence on women.
- Suggest the victim consult professional services for legal and personal help.
- Remain at the victim's disposal to readapt the measures according to the course of the situation.

Measures within reach of the victim's trusted co-workers

- Send an SMS to wake the victim up.
- Keep a box with the victim's money and documents.
- Create phrases or security codes to call or send e-mails to the victim.
- Establish an emergency contact if the victim cannot be found.

Developing safety and orientation plans

Small, medium and big companies are able to develop safety and orientation plans for the victims of partner violence and their co-workers that can adapt to the possibilities of response of the company and also optimize the opportunities and resources that the Spanish legislation on partner violence and existent services can offer.

These plans should have a **permanent application, be evolutionary and open to the active collaboration of both unions and specialists in labor health** since all these qualities guarantee the efficacy and sustainability of the plan.

The dimensions or **key principles** of these plans that help everybody maintain their safety and productivity as well as access to the appropriate supportive resources are:

Principle of training for the company's staff and active collaborators

- It is necessary that the reference staff of the company for the victims, the union delegates and specialists in labor health receive permanent training on: a) cycle of violence and victims' identification, b) communication and support to the victims, c) management of incidents and violent conflicts.

Principle of information and public education on partner violence.

- It is necessary to place on message boards, intranet and other accessible areas of informative brochures, self-assessment tests and lists of updated resources.
- In big companies it is advisable to enable a hotline dedicated to the prevention of partner violence and for consultancy and attention to the victims and workers who are aggressors.

Principle of safety guarantee for the victims of partner violence, co-workers and clients.

- It is indispensable to respect the privacy and confidentiality of the victim and the aggressor and to be aware of the consequences that imply the non-compliance.
- It is necessary to design a standard protocol to determine the components that must be included in the personal safety plans for the victims, even though each plan will be tailor-made and will have specific solutions.
- It is necessary to design a standard protocol to establish the procedure to follow in case of violent incidents in the workplace and / or presence of workers who are aggressors. This protocol must be crystal clear with respect to when to resort to the police, lock doors, activate alarms, etc.

Principle of compliance with the legal measures of protection and support to the victims.

- It is necessary to have a reference person designated and trained by the company who will be responsible for: a) the orientation and support to the victims, b) the activation of the safety protocol in case of violent incidents, c) the activation of the collaboration of the union representatives, the specialists in labor health, the company's lawyers and other resources.
- It is indispensable that the plan; a) be a part of the global policy of the company towards its employees, b) be regularly checked in order to make sure that all the elements work out and are updated, c) be assessed.

THE SPANISH LEGAL SYSTEM ON PARTNER VIOLENCE 5 AS A RESOURCE FOR VICTIMS AND COMPANIES

The Law 1/2004 passed on December 28th on comprehensive protection measures against gender violence is a comprehensive organic and transversal law that has a relevant effect on the whole Spanish legal system and thus must always be taken into account when interpreting and applying all kind of legal rules. The main subject of protection of the law 1/2004 Dec 28th is women who have maintained or currently maintain a sentimental relationship with a male aggressor even if they have never lived together. The aggression suffered by women must be due to a domination or reification attempt.

In the social and labor environment, the Spanish legislation stipulates and defines a group of protection measures, insertion and financial support to women who have been victims of gender violence. This legal system considers violence against women as one of the most evident manifestations of gender discrimination because women are mistreated just for being women and men think they lack values and deserve neither respect nor recognition. Considering gender violence as a very serious way of discrimination that challenges and breaches the constitutional equality principle between women and men is the basis of the promotion of specific legal measures that can compensate and correct the discrimination suffered by the victims.

In the **labor environment**, a group of special protection measures are being considered for all the victims of gender violence so that they can keep their jobs or be accepted in the labor market.

Specific measures to keep the job:

- **Work day reduction** with no minima or maxima limits being the salary commensurately reduced, too. It can be applied to all kind of labor contracts as well as public service workers. (Art. 37.7 Workers Statute and additional regulation 9 of the Law 1/2004 and Law 7/2007 of the Public Service Worker's Basic Statute)
- **Calculation of compensation** in case of work day reduction (Law 3/2007 of effective equality between men and women and additional regulation 18 Workers' Statute)
- **Working time reschedule** and the chance of a flexible timetable (art. 37.7 Workers' Statute and Art. 49 of the Public Service Worker's Basic Statute)
- **Suspension of the labor relation** keeping the position. (Arts. 45.1 and 48.6 of the Workers' Statute and Art. 49 of the Public Service Worker's Basic Statute).
- **Unemployment compensation** with specific considerations to the victim's situation. (Art. 208 Section 1 of the Social Security Law)
- **Suspension of the obligation to pay** Social Security contributions for six months in the case of self-employed female workers. (Art. 21.5 of the Law 7/2004 passed on December 28th on comprehensive protection measures against gender violence)

Specific measures for labor market insertion:

- **Specific training programs** and routes for labor insertion for women victims of gender violence (Royal Decree 1917 / 2008 passed on November 21st. Labor Insertion Program for Women victims of Gender Violence)
- **Incentives to favor the self-employment** for women who are victims of gender violence (Royal Decree 1917 / 2008 passed on November 21st. Labor Insertion Program for Women who are victims of Gender Violence)
- **Compensation for special expenses** due to change of address as a consequence of a labor contract (Royal Decree 1917 / 2008 passed on November 21st. Labor Insertion Program for Women who are victims of Gender Violence)
- **Company contribution bonus** to the Social Security when victims of gender violence are hired. In 2011 companies receive a bonus of 1.500 Euros per year over 4 years in the event of indefinite contracts and 600 Euros per year in the event of fixed term contracts (Royal Decree 1917 / 2008 and Law 43/2006 passed on December 29th for the improvement of the Labor Growth).

In the **social environment** a group of special protection measures are being considered for women who are victims of gender violence regarding the accessibility to the active insertion income and other financial compensations such as the anticipated retirement pension and widow's pension.

- **Right to anticipated retirement** if the termination of the labor relation was due to being a victim of gender violence and if the woman is 61 years old and has been paying Social Security contributions for at least 33 years (Art. 161. bis. 2 of the Social Security General Law)
- **Denial of the widow's pension** to the person who has been convicted of homicide with gender violence. (additional regulation 1 of the Law 1/2004 passed on December 28th on comprehensive protection measures against gender violence)
- **Access to the Active Insertion Income** as long as the woman who is victim of gender violence is not living with the aggressor, is registered as a job-seeker and her income does not surpass 75% of the interprofessional basic salary (Art. 27 of the Law 1/2004 passed on December 28th on comprehensive protection measures against gender violence)
- **Other economic aids** that are a complement to the State General Administration compensations have been recognized by the administration of some Autonomous Communities such as the ones in case of children food subsidy, school aids as well as compensations because of woman or children death and compensation granted to the woman who suffered physical injuries or severe physical or psychological harm (Art. 35 of the Law 5/2008 passed on April 24th in the Catalanian Parliament on the Women's right to Eradicate Machismo)

In the environment of **Foreigner Rights** the Art. 17 of the Law 1/2004 passed on December 28th on comprehensive protection measures against gender violence states that all women who are victims of gender violence, no matter the nationality, religion or any other condition or personal or social situation, have the rights included in this law completely guaranteed. For this reason all the protection measures against gender violence are applied to foreign women.

- **Regrouped foreign women** who have been victims of gender violence can obtain a personal residence and work permit having the option of being renewed. (Art. 59 and 71 of the Royal Decree 557/2011 Regulation of the Law 2/2009 on Foreigner Rights).
- **Foreign women in irregular legal situation** who have been victims of gender violence can ask for a temporary residence and work permit once they are granted the order of protection. Such authorization will turn into permanent if the aggressor has been convicted of gender violence. (Art. 131 of the Royal Decree 557/2011 Regulation of the Law 2/2009 on Foreigner Rights)

Women who are victims of gender violence will be able to have the right to the measures mentioned above in the labor, social and foreigner environments as long as they have previously submitted a formal accusation against their aggressor and their condition of victims has been legally accepted either through a Fiscal Ministry Report or an Order of Protection.

Examples of Jurisprudence

Supreme Court of Justice of Catalonia, Social Sector, section 1

Appeal 700/2006

Resolution N° 4732/2006

Married couple of school teachers. There is an episode of partner violence and a restraining order is issued within 1000 meters and 20 meters from the center where they both work. The center fires the husband since they consider that due to the fact that both of them work at a High School and hold meetings, it is inviable to guarantee the observance of the restraining order. The reason for dismissal is the husband's poor performance. The tribunal grants the appeal and forces the center to readmit the worker.

Note: The center just wanted to guarantee the observance of the restraining order but failed to state the reason for dismissal. Nullity of dismissal.

Supreme Court of Justice of Catalonia, Social Sector, section 1

Appeal 3968/2008

Resolution N° 7262/2008

Dismissal of a worker victim of gender violence.

Nullity of dismissal of a victim of gender violence to whom the company changed the shift after she exercised her right to reschedule her work timetable and being in situation of temporary incapability due to anxiety disorder, she was fired for living a "totally normal life"

Note: The company is ordered to readmit the worker for unclear reason of dismissal. The dismissal is null due to the circumstances that affect a victim of gender violence who exercises the right that the law grants her. Nullity and readmission due to breach of a fundamental right.

Supreme Court of Justice of Madrid, Social Sector, section 2

Appeal 2473/2005

Resolution N° 732/2005

Female worker suffering an episode of gender violence who does not inform the company in spite of being in a state of depression and therefore placed in a clinical center for this reason. The company fired her for non-appearance. There is no evidence that the company could know the situation of the applicant so the dismissal unlikely aimed to breach the fundamental rights. For this reason the appeal is rejected and the dismissal is confirmed.

Note: The sentence shows the need for companies to have a detection program for cases of gender violence so that they can act according to the law.

Supreme Court of Justice of Madrid, Social Sector, section 4

Appeal 4495/2006

Resolution N° 624/2006

Rejection of the lawsuit against the State Public Service Employment for denying the admission of a foreign citizen to the Program of Active Insertion Income since she held a temporary residence permit at the time of the application. The Employment Service understood that she had to bear a work permit. The claimant was a victim of gender violence.

Note: The Spanish regulation has a comprehensive protection system for the victims of gender violence, no matter their nationality, granting the compensations as the law establishes. But the lack of work permit prevents the person from being included in the Program of Active Insertion Income which is a different thing as this is exclusively for women who being in conditions to work legally, have special difficulties obtaining or keeping a job due to violence, but can't be applied when an illegal situation to work exists.

6 HANDY TIPS ON MUTUAL HELP AND SELF-HELP

How can I help a co-worker who is victim of partner violence?

WHAT WE MUST **NOT** SAY...

- Why don't you leave him?
- Why do you go back to him again?
- Why did you wait so long to tell somebody about it?
- What are you doing to make him angry or to provoke him?
- Do not tell the victim what she has to do with her life.
- Do not spread the information the victim gave you without her permission.

WHAT YOU **COULD** SAY OR DO...

- "What is happening to you is not good and nobody deserves it"
- Listen and believe in the victim.
- Advise her to keep the aggressor's verbal and written messages.
- Advise her to change her phone number.
- Suggest she think of some previously agreed phrases for her to answer on the phone in case of danger.
- Accompany her to catch a public or private means of transport when leaving work.
- Advise her to use the company's support services and also the services to help victims.

How can I know whether I am being abused?

- Does your partner force you into unwanted sexual relations?
- Does your partner physically or verbally abuse you in private or in public?
- Does your partner threaten to throw you out of the house or divorce you?
- Does your partner use your children to threaten you?
- Does your partner or his family demand money from you or from your family?
- Does your partner prevent or force you into using unwanted contraceptive methods?
- Does your partner prevent or force you to work outside the home?
- Is he controlling your or your family access to money?

If you have answered **YES** to three or more questions, it means that you are being abused.

Identifying partner violence is the first step for changing your situation.

Source: <http://www.thereislifeafterabuse.com/page7.html>

Are you abusing your partner?

- If you insult or humiliate her.
- If you yell at her, swear at her or badmouth her.
- If you slap her in the face, shove her or hit her.
- If you threaten her no matter the way you do it.
- If you keep her away from her family and/ or male and female friends or with restricted contact.
- If you throw objects and/ or break things in the house.

REMEMBER: PARTNER VIOLENCE IS A CRIME

- It destroys couples and families.
- It is transmitted from generation to generation.

If you are abusing your partner, you still have time to stop it and ask for help.

Adapted and translated into Spanish by E. Mendez from the English text "Are you abusing others?" at <http://www.thehotline.org/is-his-abuse/are-you-abusing-2> .

EQUALITY WHEEL



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The stages of readiness to change by the partner violence victims

PRECONTEMPLATION PHASE

Women verbalized conflicts but does not believe she have a problem to solve.

- Justifies the man's attacks.
- Blamed herself for not cooperate sufficiently in the family economy.
- The source of conflict is in the precarious situation of the couple and that neither can solve.
- It is because of unexpected pregnancy. Generally known the couple participates in the pregnancy and abortion decision.

CONTEMPLATION PHASE

The woman appears ambivalent and contradictory. She knows she is suffering major conflicts but does not identify the problem to solve.

- Justify partner aggression but is capable of differentiating responsibilities. Believes that there is a problem in the relationship.
- Blamed herself for not collaborating in the family incomes but realizes the accusations of the couple.
- The source of conflict is in the precarious situation of the couple and she can not do much because there is no economic independence.
- She blamed herself for the unexpected pregnancy, although she realized the couple is also responsible. Generally known pregnancy and the couple participates in the decision of abortion.

The stages of readiness to change by the partner violence victims

PREPARATION PHASE

The woman identified the problem and is looking for resources and how to resolve it.

- Realizes she suffered attacks and / or her children.
- She admit the help that people offers of its network of social support.
- Put the responsibility of each member of the couple and she occasionally acts to solve their own. Still maintains a degree of ambiguity and indecision.
- Not willing to continue a pregnancy resulting from the situation of abuse. Often the couple knows the pregnancy nor the decision to abort.

ACTION PHASE

The woman is solving their situation.

- Regrets not having acted earlier against aggression.
- Has requested assistance in their social support networks and / or public resources.
- Realizes that it has enough personal resources to solve its shortcomings.
- Call professional help but can not assume that the actions proposed.
- Realize the priority decision to terminate a pregnancy that lives as an obstacle to change.
- Often the couple knows neither the pregnancy nor the decision to abort.

Source: Méndez, E. Asociación Salud y Familia

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AUTHORSHIP

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Elvira Mendez, General Manager of Health and Family Association designed this guide, wrote the draft and the final version of the manuscript and also supervised the editorial process.

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Carolina Herrera provided administrative support throughout all the phases of the guide.

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