

Barb MacQuarrie

NEW SETTINGS AND ALLIES: THE WORKPLACE RESPONSE TO IPV PARTNERING WITH UNIONS AND EMPLOYERS



dv@worknet

generating knowledge on the impacts of domestic violence in the workplace



Canadian Labour Congress

Congrès du travail du Canada

2012

- The Canadian Labour Congress (CLC) held a meeting with affiliates to learn about the Australian experience from Ludo McFerran of the Australian Domestic and Family Violence Clearinghouse & Barb MacQuarrie of CREVAWC.
- A small working group was struck to explore the feasibility of replicating the research in Canada.
- Agreement to work with researchers at Western University
- **OBJECTIVE:** To survey Canadian workers regarding their experiences with domestic violence in the workplace.
- **TARGET RESPONDENTS:** Union members and other workers age 15 and up, in all regions of Canada. Men and women will be encouraged to fill out the survey.



ROLES

- Academic Advisor: Dr. Nadine Wathen, Faculty of Information & Media Studies and co-lead of the international PreVAiL (Preventing Violence Across the Lifespan) Research Network (www.PreVAiLResearch.ca).
- CREVAWC & Dr. Wathen set up an online survey, secured ethics approval, analysed the data and collaborated with the CLC on a report to summarize the findings.
- The CLC and its affiliates, labour councils and provincial and territorial federations of labour promoted the survey link in workplaces and on social media. The CLC developed material for stewards and other representatives to distribute the survey link in workplaces and internal publications.



TIMELINE

- Fall 2013: Finalized survey language, translated into French, completed ethics approvals, developed promotional tools including poster, business card-sized handout, newsletter text and buttons for website.
- Promoted survey internally to leadership. Affiliates developed own plans for promotion according to organizational priorities and structures.
- December 6, 2013: Survey launched as part of CLC December 6 activities. June 6, 2014: Survey deadline.
- December 6, 2014: Released of report as part of recognition of 25th anniversary of Polytechnique massacre.



BENEFITS FOR THE CLC AND AFFILIATES

- Engages members on an issue that directly affects them
- Demonstrates leadership on the issue of violence against women and promotes partnerships with academic and community organizations
- Used existing resources
- Provide evidence to advocate for legislative changes, develop model language for negotiating workplace supports including paid leave or women's advocates during collective bargaining
- Enables conversations between union members as per the 'together FAIRNESS WORKS' initiative

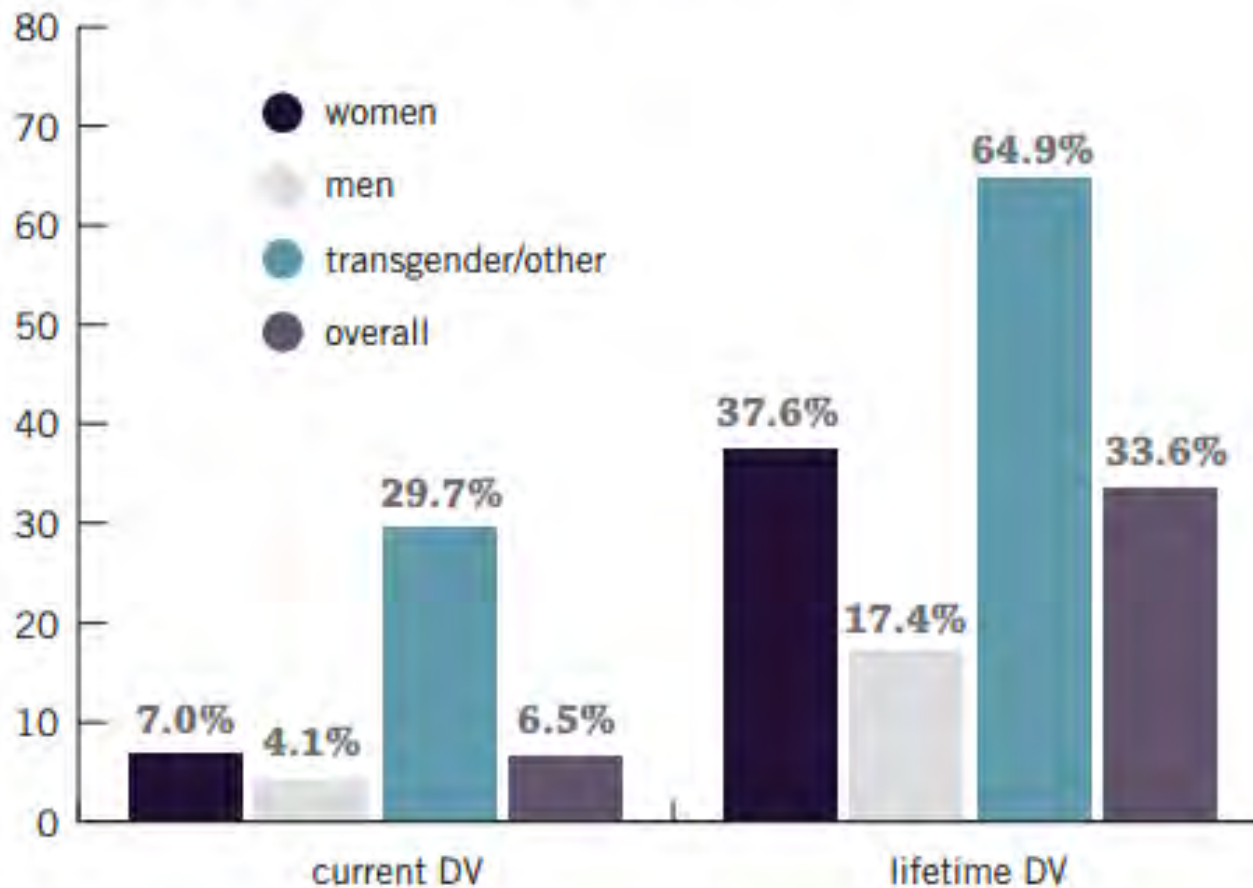


Who Took Part?
78.4% women
20.4% men
0.2% transgender

86.1% heterosexual

18.7% disability

FIGURE 2: DV Prevalence and Gender



Prevalence Rates

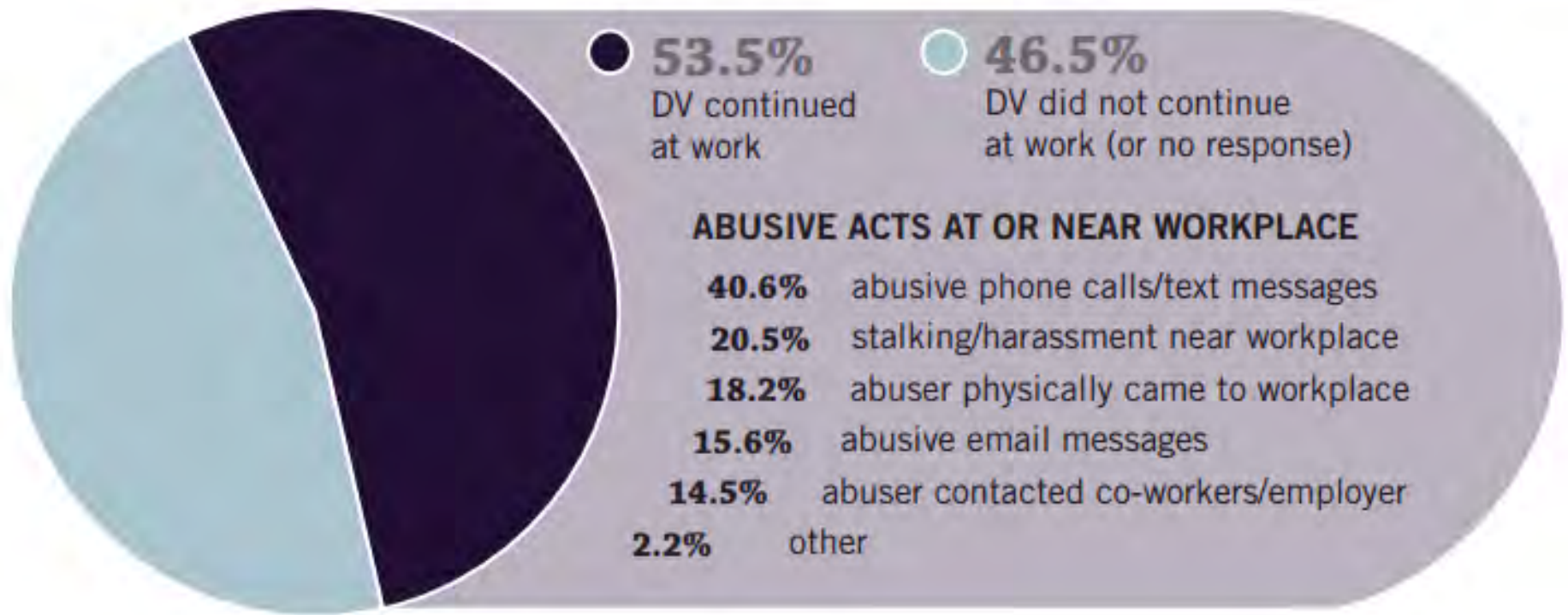
- 35.4% know a co-worker experiencing/experienced DV
- 11.8% know a co-worker behaving abusively to spouse

Increased prevalence with vulnerability



- Aboriginal respondents
- Respondents with disabilities
- Sexual orientation other than heterosexual



FIGURE 3: DV in the Workplace



Conference Board of Canada

 The Conference Board of Canada  Le Conference Board du Canada

Domestic Violence and the Role of the Employer.

At a Glance

- Domestic violence impacts the workplace through losses in output, absences, and productivity. Issues of domestic violence can also increase risk for physical and psychological violence in the workplace.
- The prevalence of employers providing support to victims of domestic violence is similar across many different industries.
- Workplaces have an opportunity to enhance the health and well-being of employees experiencing domestic violence.
- While many workplaces have been proactive in this area, few employers offer training and education.

BRIEFING NOVEMBER 2015

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Conference Board of Canada

- 71 per cent of employers reported experiencing a situation where it was necessary to protect a victim of domestic abuse
- 63 per cent of employers reported that they have implemented a domestic violence policy that is either stand-alone or a subset of a broader workplace policy
- The majority of organizations in our survey developed a domestic violence policy to comply with legislation
- Without proper training on policies and procedures to address domestic violence at work, employees and managers may not know how to react or where to find resources or support if they become aware of a situation.





Promoting the survey



CAN WORK BE SAFE WHEN HOME ISN'T?

Help us
learn more
about the impact
of domestic
violence in the
workplace.



Fill out a 10-30 minute, anonymous research survey at:
fluidsurveys.com/s/DVatWork

Anyone 15 years or older, whether or not they've experienced violence, can participate.



Domestic Violence at Work - Can Work Be Safe When Home Isn't?

Thursday December 17 2015

2015-2019/061

On December 1st, 2015, Sister Diane Mitchell and I had the opportunity to attend the launch of the Domestic Violence at Work Resource Centre, a Canadian Labour Congress initiative. Many representatives from various unions and Members of Parliament from different political parties were also in attendance.

"[I] lied about injury and absence due to fear and not able to admit to abuse at that time."

A voice from the CLC survey

Domestic violence is defined as any form of physical, sexual, emotional or psychological abuse, including financial control, stalking and harassment. It occurs between opposite or same-sex intimate partners, who may or may not be married, common law, or living together. It can also continue to happen after a relationship has ended.

According to a survey published on the Canadian Labour Congress site, many workers are overwhelmed dealing with domestic violence issues at work, and our employers and governments do not offer enough financial and legislative support to help them.

- Over half (53.5%) of those reporting DV experiences indicated that at least one type of abusive act occurred at or near the workplace.
- Overall, 81.9% of those experiencing DV reported that it negatively affected their work performance.


This site canadianlabour.ca/issues-research/domestic-violence-work has loads of information and resources to help understand the need to talk about the issue and to seek support.

Please feel free to share this information. It could be very useful to someone near you.

In solidarity,

Marc Roussel

National Union Representative - Health and Safety

Attachment	Size
 Domestic Violence at Work - Can Work Be Safe When Home Isn't? (PDF)	236.01 KB



Sharing results of the survey





FOR IMMEDIATE RELEASE
WESTERN UNIVERSITY
DECEMBER 3, 2013

Western and CLC launch first ever nation-wide workplace survey on domestic violence

Western University researchers, in partnership with the Canadian Labour Congress (CLC), will launch a national survey on the impact of domestic violence on workers and workplaces, the first-ever survey of its kind in Canada.

The results will provide made-in-Canada findings that will help unions, employers, advocates and governments develop strong public policy, as well as negotiate workplace supports.

The survey will be officially launched on Thursday, December 5 at a special event in Room 1159, Western's Faculty of Education Building at 11 a.m. A parallel event is scheduled for the same time at Parliament Hill in Ottawa.

"There is very little Canadian data about the scope and impact of domestic violence on workers and workplaces, making it difficult for workers, unions, employers, and governments to make evidence-informed policies and deliver effective services," says Nadine Wathen, a professor at Western's Faculty of Information and Media Studies, who examines women's health decision-making in her research. "We do know that having a job helps women leave a violent relationship."

"This survey will help all of us to realize that what happens at home can have a profound impact on what happens at work and it will guide us to see where there are opportunities to keep workers and the whole workplace safe," adds Barb MacQuarrie, Community Director at Western's Centre for Research and Education on Violence Against Women and Children (CREVAWC).

The survey is online and available in English and French until June 6, 2014. Any worker over the age of 15 is encouraged to complete the survey, whether or not they have personally experienced or witnessed domestic violence. It is completely anonymous and takes 10 to 30 minutes to complete.

CLC, the national voice of the labour movement, represents 3.3 million Canadian workers. It brings together Canada's national and international unions along with the provincial and territorial federations of labour and 130 district labour councils.

"Although unions have worked hard to pressure governments to pass workplace violence legislation that offers some protection for workers experiencing violence at home, it is still not enough," says Barbara Byers, CLC's Executive Vice President.

"Domestic violence doesn't stop when a woman leaves for work," says Lise Martin, the Executive Director of the Canadian Network of Women's Shelters & Transition Houses. "And the costs to her workplace, her colleagues can be considerable, not to mention his workplace and colleagues."

One goal of the survey is to raise awareness among employers and workers about the impacts of domestic violence, before it is too late.

"It is sadly, at the doors of health care services where we see the impact of domestic violence. This survey will help lift the cloud of secrecy linking safety at home and safety at work," says Linda Silva, the President of the Canadian Federation of Nurses Unions (CFNU).

Citing the upcoming National Day of Remembrance and Action on Violence Against Women, Byers says that the labour movement believes that workplaces in general, including some unionized workplaces, still need better paid leave or unpaid leave options to help people deal with all of the effects of domestic violence. This includes time to deal with legal issues, as well as access to physical, emotional or mental health services.

"December 6th is an occasion to remember young women who lost their lives to gender-based violence. But it is also a time to commit to action," says Byers. "Unions are uniquely placed to make a real difference to the lives of workers who may be experiencing violence in the home. And that makes work safer, for everyone."

CREVAWC joined Western's Faculty of Education in 2001. Founded in 1992 as a collaborative venture between Western, Fanshawe College and the London Coordinating Committee to End Women Abuse (a large organization comprised of violence against women service providers), CREVAWC was established in response to a federal study on the problem of violence against women, triggered by the 1989 murder of 14 women at Ecole Polytechnique in Montreal.

"Domestic violence is devastating lives of Canadian workers and it is costing Canadian workplaces in lost productivity, absenteeism and turn over," says MacQuarrie. "It's easy to ignore those facts without evidence. This survey will change that."

For more on the survey, please contact Nadine Wathen at 519-661-2111, ext. 88480, 519-670-3532 (cell).

For more information on CREVAWC, please visit www.learnmoreonviolence.ca or contact Barb MacQuarrie at 519-860-2927 (cell).

For more on CLC, please visit www.canadianlabour.ca or contact Dennis Gruending at 613-526-7431, 613-678-6040 (cell) or dgruending@clc-crc.ca.

For more on the survey, please contact Nadine Wathen at 519-661-2111, ext. 88480, 519-670-3532 (cell).

MEDIA CONTACT: Jeff Renaud, Senior Media Relations Officer, 519-661-2111, ext. 85165.



domestic violence



Infographic displaying results of a survey that asked 8,429 respondents if they had experienced domestic violence.

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LEADERSHIP 2017



This is the official Federation newsletter that includes news items of interest for our 60,000 members.

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Using survey findings in collective bargaining





Bargaining a Domestic Violence Policy & Program

Including a Unifor Women's Advocate

Frequently asked questions by bargaining committees and the employer.

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women | femmes





Lobbying for domestic violence leave





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Workers Facing Domestic Violence – Lobbying for Economic Support



Unifor supports many initiatives to deal with domestic violence as a workplace issue. Within the union, an increasing number of our Locals are negotiating protection against discipline as well as including paid domestic violence leave in collective agreements. Across the country, we are meeting with legislators to encourage passage of paid domestic violence leave. Manitoba was the first jurisdiction to pass this important legislative right.

A resolution was passed at Unifor's Canadian Council supporting lobby efforts for paid domestic violence leave in all jurisdictions. We have put together a lobby kit to assist local activists which is available to download below.

The Canadian Labour Congress (CLC) launched a resource centre for dealing with domestic violence at work and the prevention of domestic violence. Unifor's Women's Advocate program is recognized as a model. We assisted in the development of the tool kit to assist the labour movement to deal with gender-based violence, including a bargaining guide. The resource centre can be found here: <http://canadianlabour.ca/issues-research/domestic-violence-work>.

The Women's Advocate program continues to be an important program for our union and women around the world. The program's growth is directly linked to the commitment of staff, local leadership and the many new resources developed by the women's department. Please visit the resource tab for more information and downloadable documents.

Resources:

- Lobby Guide: Workers Facing Domestic Violence Economic Supports Including Paid Domestic Violence Leave
- Unifor Women's Advocate Program brochure
- Bargaining a Domestic Violence Policy & Program booklet
- Can Work Be Safe, When Home Isn't?

Materials:

- Challenge Sexism, End Violence - order form
- Challenge Sexism, End Violence - poster

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Legislative Changes To Date

- Manitoba labour standards
 - 5 days paid leave, up to 17 weeks unpaid leave
- Alberta labour standards
 - 10 days paid leave
- Nova Scotia
 - up to 17 continuous weeks and 5 intermittent days
- Ontario
 - Pending legislation – unpaid 10 days , up to 15 weeks



Consultations

- Saskatchewan Government
 - consultation paper on IPV & employment leaves
- Newfoundland Federation of Labour
 - proposed employment standards & OHS legislation
- Federal Gov't
 - consulting with CLC re Canada Labour Code
 - paid leave & OHS
- Alberta Council of Women's Shelters
 - calling for review of OHS legislation to include dv



Unions as employers: Changing policies

International Union
Federation of Labour



Mary Stewart President
Jennifer McDonald (by proxy) President
Sue Beattie Secretary-Treasurer
Anna Pauline Green Vice-President

For Immediate Release
July 4, 2011

Federation of Labour Adopts Domestic Violence at Work Leave Policy

St. John's – At Executive Council meetings last week, the Newfoundland and Labrador Federation of Labour (NFLFL) adopted a "Domestic Violence at Work" leave policy. The Federation joins the St. John's Status of Women Council (SJOWC) in taking a lead role on the issue, which according to President Mary Stewart is a very significant one for the 85,000 NFLFL members in the province.

"Many of our affiliates are educating themselves on the impact of domestic violence in the workplace," Stewart stated. "Many unions are bringing the issue to the collective bargaining table through leave policies, as well as education and awareness programs, and ensuring that there are peer-advocates in the workplace."

The NFLFL policy allows employees who are experiencing domestic violence up to 5 days paid leave to deal with issues such as legal appointments, child care arrangements, or other issues which often occur in these situations.

According to the Canadian Labour Congress report, *Domestic Violence at Work*, "Over 80 percent of domestic violence victims report that their work performance was negatively affected without support and policies, unless are reluctant to bring the issue to their employers' attention. Absenteeism and poor work performance can leave victims vulnerable to discipline or even job loss when trying to deal with issues of domestic violence."

The Federation of Labour has been working with its affiliates and the SJOWC to create legislative change at the provincial level, which would provide paid leave for employees experiencing domestic violence, and a broadened definition of "workplace violence" in Occupational Health and Safety legislation.

Last month, the SJOWC adopted a similar policy.

International Union of Pure and Applied Chemists





International Work



Union Partners

International

- International Labour Organization, Geneva
- International Trade Union Confederation
- International Trade Union Confederation - Asia Pacific

GUFs

- International Transportation Workers Federation
- UNI Global Union
- Public Services International

National

- Australian Council of Trade Unions
- Canadian Labour Congress
- Trade Union Congress U.K.




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Partnership Grants: An Overview

Partnership Grants support formal partnerships between academic researchers, businesses and other partners that will advance knowledge and understanding on critical issues of intellectual, social, economic and cultural significance. By fostering mutual co-operation and sharing of intellectual leadership, the grants allow partners to innovate, build institutional capacity and mobilize research knowledge in accessible ways. The grants may also be used to help establish partnered chairs and research centres.

Who leads the project?	While the project director is responsible for the overall leadership of the partnership, intellectual leadership and governance may come from within the research community and/or from partners in other sectors (i.e., private, public and not-for-profit).
Who manages the funds?	Grants are administered by an eligible institution (represented by a project director) on behalf of the partnership.
Who owns the intellectual property resulting from the research partnership?	Intellectual property is negotiated among partners and the lead institution, based on the institutions' policies.
Can both existing and new partnerships be supported?	Yes. But in the case of existing partnerships, the supported research and related activities must be distinct from a partnership's previous or ongoing activities.
Duration of award	Four to seven years.
Value of award	Stage 1: Letter of Intent Up-to \$20,000 Stage 2: Formal Application (by invitation)—Maximum \$500,000 per year, up to \$2.5 million in total
Type of partners required	Canadian or international institutions or organizations (private, public, not-for-profit) of any type.
Partner contributions	Cash and/or in-kind contributions are required.
Subject matter	Please see Eligibility of Subject Matter for details.
Application process	In two stages: Stage 1 —Letter of Intent Stage 2 —Formal Application, by invitation
Application deadline	See the complete Partnership Grants description for details.
Evaluation method	Grants are awarded through a competitive process involving multidisciplinary review committees that include relevant expertise from the academic community, and public, private and not-for-profit sectors.
Infrastructure funding	Available to eligible institutions from the Canada Foundation for Innovation's Leaders Opportunity Fund .

Date modified: 2015-10-20



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generating knowledge on the impacts of domestic violence in the workplace

