

*Campaigning on behalf of all victims of*

# Domestic Violence

*at work or at home*

**nipsa**  
Protecting Public Services  
Supporting Public Servants



# Legal Framework

- **Human Rights Act**
- **Section 75 Equality Duty**
- **Health and Safety Laws**

Health and Safety at Work (NI) Order 1978

The Management of Health and Safety at Work Regulations (NI) 1999

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (NI) 1997

The Health and Safety (Consultation with Employees) Regulations (NI) 1996

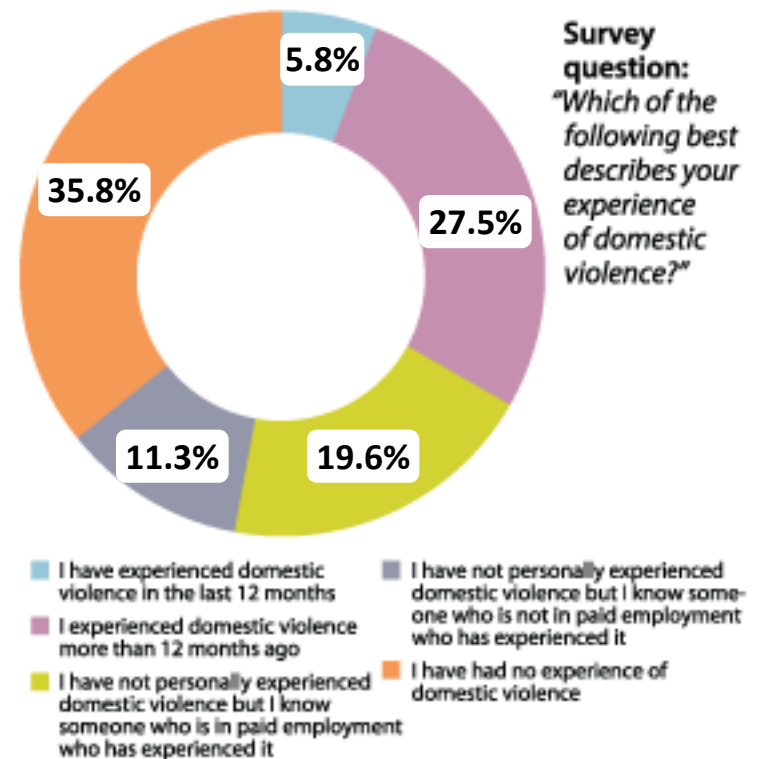
# Background to the Survey

- Over 3500 responses were received;
- The survey was opened to all. In Northern Ireland, it was completed by 1734 people (nearly half of the total respondents).
- 82% of respondents were women.



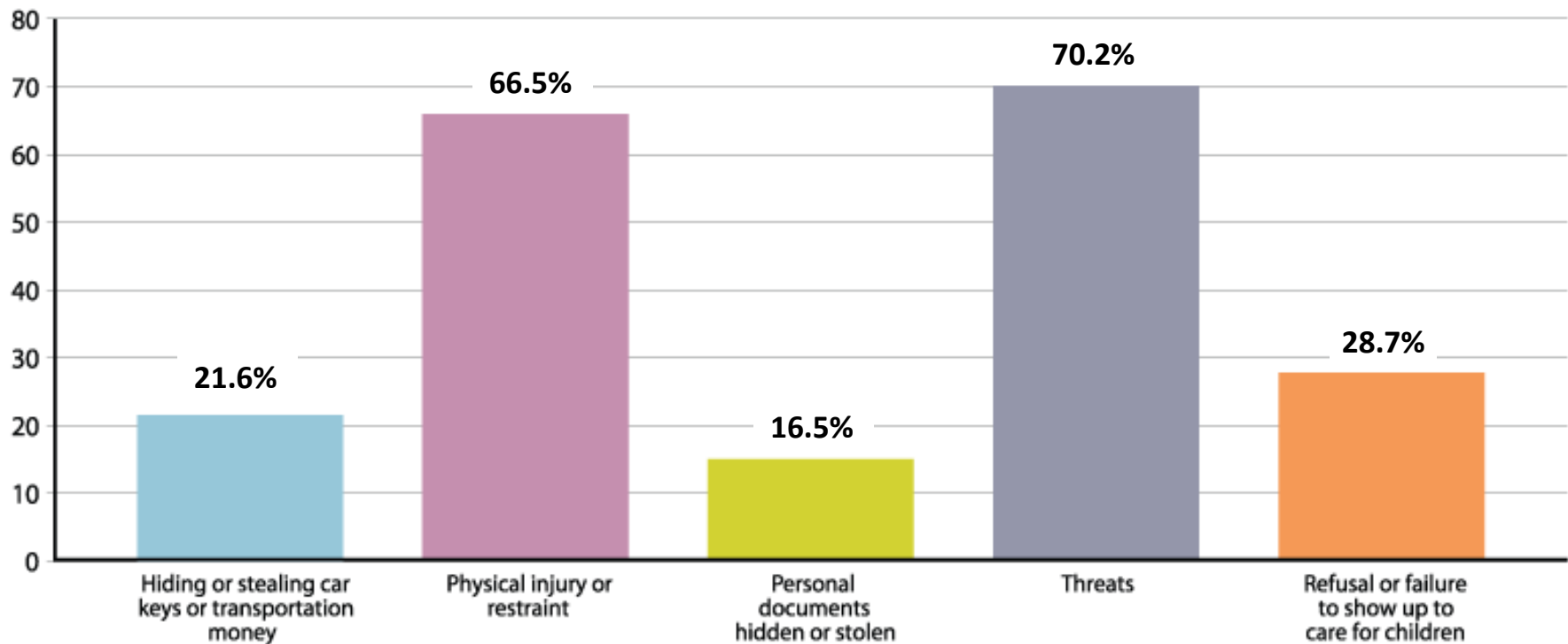
# The Findings

- A third of respondents had experienced domestic violence themselves;
- Nearly twenty per cent knew someone in employment who had experienced domestic violence;
- Nearly all respondents (99.4 %) said they thought that domestic violence can have an impact on the working lives of employees.



# Ways in which Domestic Violence may prevent an employee getting to work

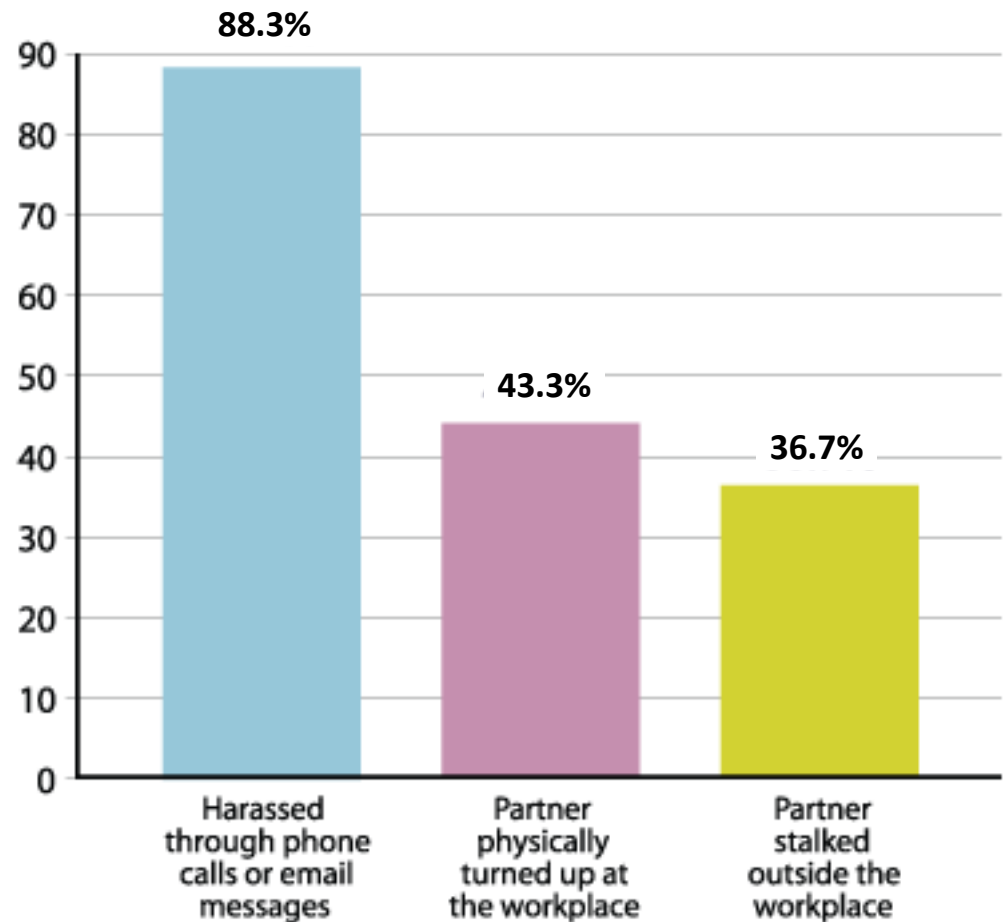
Survey question: "If domestic violence affected your ability to get to work, did you experience...?"



# Violence in the Workplace

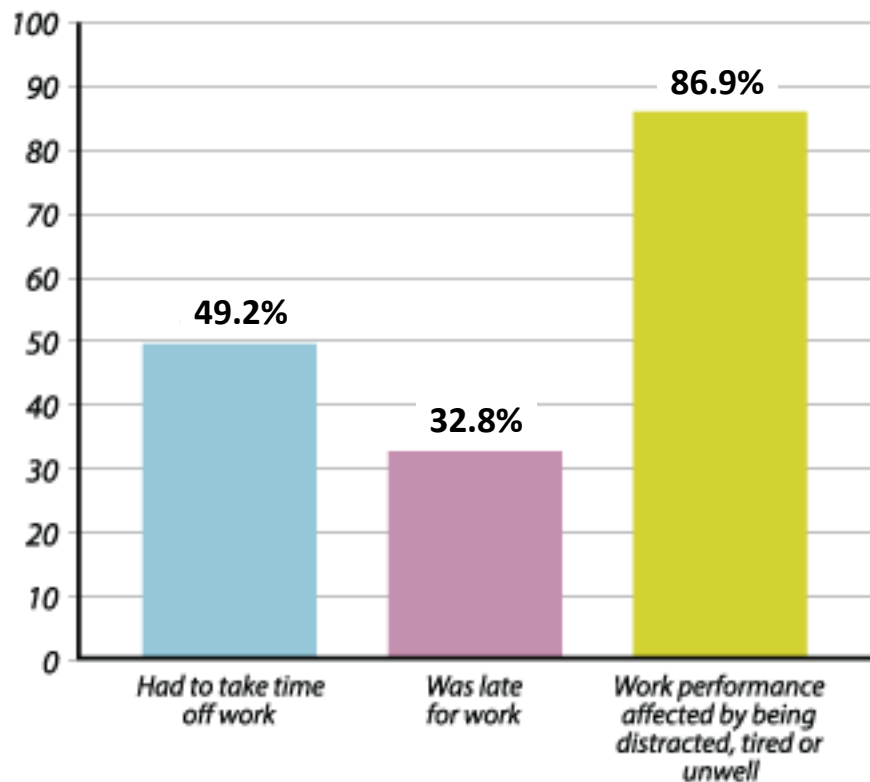
- 88.3% of respondents said that they were harassed at work through abusive phone calls or emails;
- Nearly half reported that the abuse continued at work in the form of their partner turning up at their workplace or stalking them outside their workplace.

**Survey question:** *“Did you experience the domestic violence in the workplace in any of the following ways?”*



# Violence in the Workplace

**Survey question:** *"Did the domestic violence impact on your performance at work in any of the following ways?"*



- 86.9% of respondents said that their work performance was affected by being distracted, tired or unwell;
- 49.2% had to take time off work;
- 32.8% were late for work.

One of the striking findings from the survey was how rarely those experiencing domestic violence disclosed it to anyone at work.



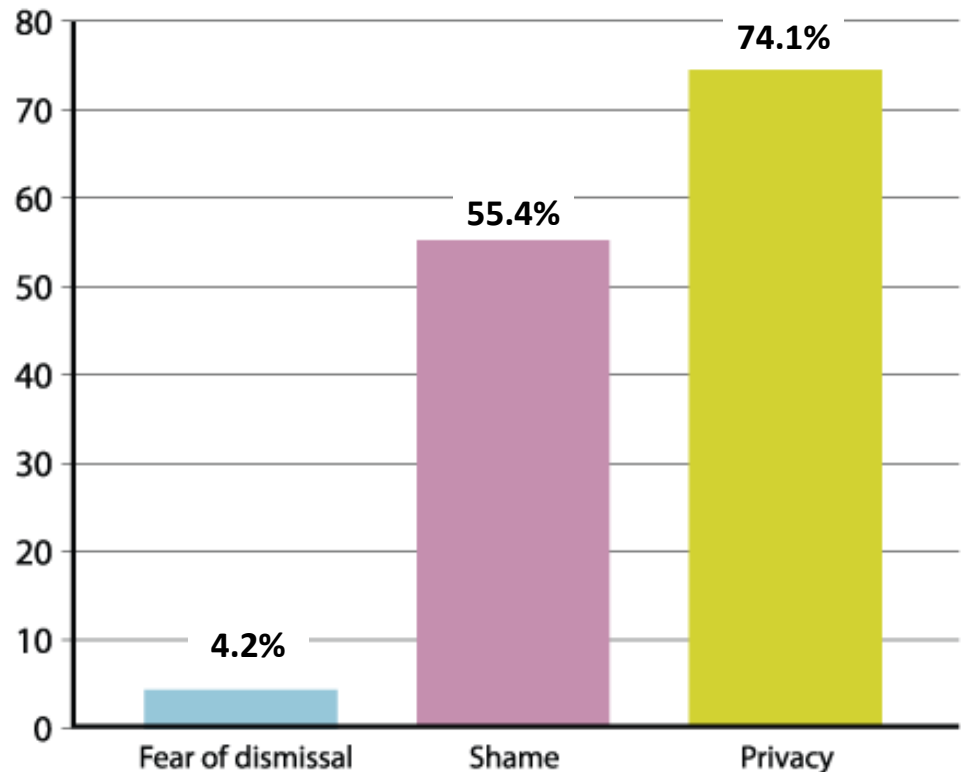


Fewer than one in three respondents had discussed the violence with anyone at work:

The reasons given were:

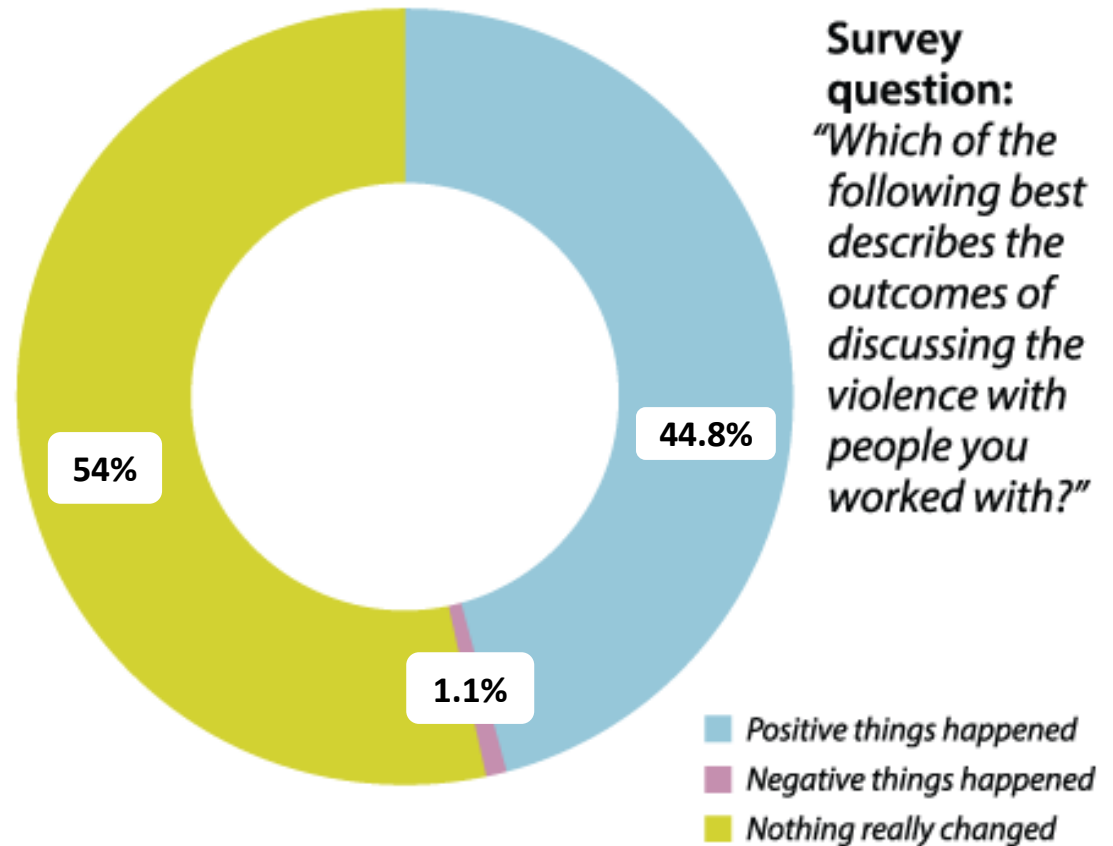
- Privacy 74.1%
- Shame 55.4%
- Fear of dismissal 4.2%

**Survey question:** *"If not (Figure 6), what were the reasons you did not discuss this with anyone at work?"*

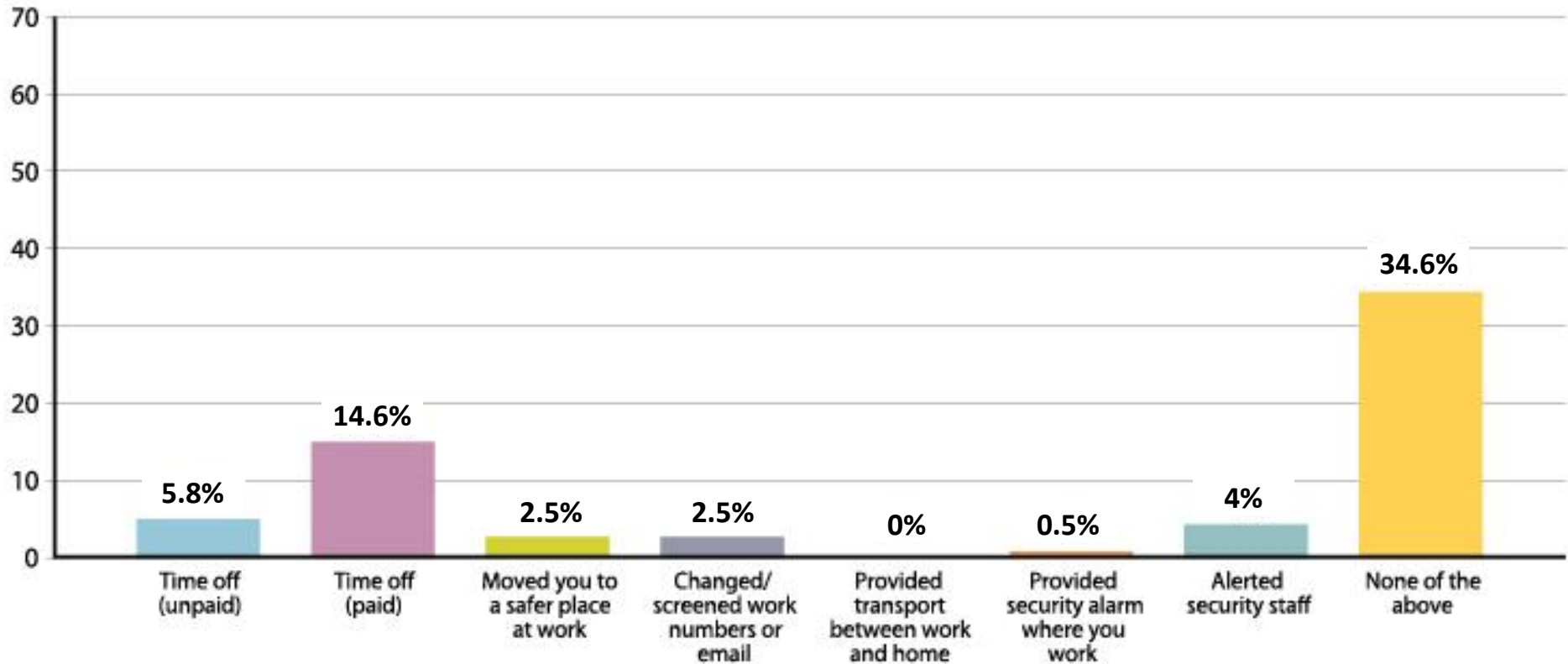


Of the respondents who did discuss the violence:

- 54% reported that nothing really changed;
- 44.8% reported that positive things happened while a small percentage (1.1%) reported negative things happened.



Survey question: "Was your work able to help you in any of the following ways?"



# Losing a job, losing a way out

Several respondents to the open ended question in the survey reported that they had lost their job as a result of the domestic violence.

In cases where a manager is unaware of or unsympathetic to the reasons for persistent lateness, unexplained absences, or poor performance, the employee can find themselves being disciplined or even dismissed. Losing a job and an independent source of income is a disastrous outcome for anyone experiencing domestic violence.

Finally, nearly 80% of respondents said that they thought that workplace entitlements such as paid leave and safety policies could reduce the impact of domestic violence in the workplace.



# Thank You

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