





## BUILD A BETTER FUTURE

FIGHT FOR OUR LIVING STANDARDS

### DOMESTIC VIOLENCE LEAVE

**EACH WEEK ONE WOMAN DIES AS A RESULT OF DOMESTIC VIOLENCE IN AUSTRALIA.** AND MORE THAN 400,000 PEOPLE - MOSTLY WOMEN, EXPERIENCE DOMESTIC VIOLENCE EACH YEAR. TWO THIRDS OF THEM ARE IN WORK.

Supporting them to maintain their employment and the financial stability that comes with it is critical to helping them get by.

That's why unions have helped to secure paid domestic violence leave and workplace protections for some 1.6 million workers. And that's why we're now campaigning to get this right for all workers.



#### - CASE STUDY -

Rose had an Apprehended Violence Order (AVO) against her abusive ex-partner to keep her and her children safe. She had used up all of her personal leave. When she asked her employer for a morning off work to renew the expiring AVO she was refused and told to wait until her day off. Rose had to choose between the safety of her and her children or her job.

If Rose had paid domestic violence leave, she could remain employed and keep her family safe.



## WHAT IS DOMESTIC VIOLENCE LEAVE?

**Paid domestic violence leave recognises that workers experiencing domestic violence often have exhausted their personal leave entitlements and don't have access to paid leave when they most need it.**

Domestic violence is a social issue that must be tackled and taken seriously by all members of our community, including employers.

Unions and employers have negotiated over 500 workplace agreements which provide domestic violence leave, across a wide range of industries including finance, telecommunication, health,

education, social and community services, retail, hospitality, transport, manufacturing, energy, construction, public sector and local governments.

That covers more than 1.6 million employees. Now it's time to extend the right to all employees.

## THE ACTU CLAIM

**The ACTU has filed a claim with the Fair Work Commission to get Paid Domestic Violence Leave included in all Awards.**

**If successful, this claim will:**

- Directly benefit more than 6 million workers;
- Provide for 10 days paid domestic violence leave for workers to attend court appearances, medical and legal appointments and make safety and re-location arrangements.

## WHY DO WE NEED PAID DOMESTIC VIOLENCE LEAVE & PROTECTIONS AT WORK?

Paid domestic violence leave and protections at work help victims of domestic violence to maintain safe and secure employment. It is a cost effective way of preventing the financial stress that workers facing domestic violence often have to deal with.

### KEY FACTS

**Paid domestic leave prevents further harm to someone's long term health & wellbeing.**



**AND REDUCES THE RISK OF POVERTY & HOMELESSNESS.**

**MORE THAN**

**400,000  
PEOPLE**

**experience domestic violence each year (mostly women)**

**DOMESTIC VIOLENCE COSTS THE AUSTRALIAN ECONOMY**



**\$16.8  
BILLION  
EACH YEAR.**



**Paid domestic violence leave sends a strong message to the community.**



**THAT VIOLENCE AGAINST WOMEN IS UNACCEPTABLE**