

DOMESTIC VIOLENCE IS A WORKPLACE ISSUE SO IT IS UNION BUSINESS!

GET THE FACTS

Anyone can be a victim of domestic violence, but we know that overwhelmingly people who experience violence and abuse in the home are women.

66%

The Australian Bureau of Statistics estimates that around **2/3 of women who experience domestic violence** are in the workforce.

**A WOMAN IS KILLED
ALMOST EVERY WEEK**

in Australia as a result of domestic violence.
Some of those women are killed in their workplace.



That means that more than **800,000 women or around one in six women** workers are experiencing some form of violence in their home.

It also means that a large number of workplaces employ women who are experiencing domestic violence.

Workers living with domestic violence change their job more often, miss out on promotions, are more likely **to resign or be terminated and more likely to be bullied at work.**

Apart from the personal impact of violence, when a worker is living with violence there are also real costs for their workplace. These include:

1. Increased absenteeism and staff turnover
2. Decreased performance and productivity
3. Conflict among workers
4. Safety issues for everyone if the perpetrator of violence goes to the workplace
5. It is estimated that domestic violence costs the Australian economy more than \$8 billion every year in lost productivity and other costs.

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**WE
WONT
WAIT**

OUR CAMPAIGN



Join our call for paid domestic violence leave as a universal right for all workers

Everybody wins when a worker who is experiencing domestic violence keeps their job.

Sometimes being at work is the only place where that person feels safe.

Paid work also plays a critical role in enabling a worker and their children to leave an abusive relationship.

Workplaces that provide a safe and supportive environment for their employees very quickly become employers of choice. They have higher retention rates, higher staff morale, less absenteeism and higher productivity.

Every one of us can play a role in ending domestic and family violence.

What are we asking Governments to do?

We know that when a person is living with domestic violence they need and want to keep their job, but there are

times when they may need to take time off work or have some flexibility in their working arrangements.

We are campaigning for all workers to have access to ten days paid domestic violence leave (in addition to any other paid leave entitlements), to attend doctors, court hearings, find somewhere safe to live, or a new school for children etc without losing their job.

Later this year, the Prime Minister will meet with all state Premiers and Treasurers at the Council of Australian Governments (COAG).

We want all Governments to work together at COAG and pass a resolution for ten days paid domestic and family violence leave to become a universal right for all workers in Australia. This leave should be considered no less important than annual leave, sick leave, or long service leave.

In NSW, we need to make sure that our Premier, Mike Baird, supports our call and votes at COAG along with other leaders in support of paid domestic and family violence leave as a universal right for all workers.

What are we asking you to do?

1. Hold a workplace meeting - talk about the issue of domestic violence and the importance of paid domestic and family violence leave
2. In your meeting, pass a workplace resolution calling for paid domestic violence leave to be a universal right for all workers
3. Join us at a rally outside NSW Parliament House at 12 noon on Thursday, 13 October - bring your colleagues along and together let's help all workers who live with domestic violence