



INVOLVEMENT OF COMPANIES IN THE FIGHT AGAINST GENDER BASED VIOLENCE

(National study for Spain)

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I- Executive summary

“CARVE – Companies Against Gender Violence” is the first European project addressing male violence committed against women at the workplace, but happening outside it.

In fact, despite the significant consequences of gender based violence on the professional life of both victims and offenders, companies lack resources to deal with this issue. CARVE aims to investigate it so as to establish an **overview of the European state of play**, create a **European Guide of Good Practices** and **raise awareness about gender based violence** through a European comprehensive campaign led by companies.

In Spain, the fight against gender violence focuses almost exclusively on the elimination of violence by partners or former male partner against women (called gender violence in the law). This led the State to take important steps to address gender violence and promote corporate commitment to eliminate this problem from 2004 onwards.

Completed the first part of the research (October 2015), this report provides the basis for analysing the nature and the involvement of companies in the fight against gender violence in Spain.

First of all, it is necessary to review the Spanish legislation with regards to this issue, as well as the many initiatives led by companies to fight against male violence against women. The analysis of the interviews led by CEPS Projectes Socials from Barcelona completes the information and enables us to highlight good practices that could be transferred to other European countries.

The Spanish State has adopted extensive legislation and policies on gender based violence that involve all social actors, including companies, and intend to integrally deal with the issue.

- Organic Law 1/2004 of 28 December on Integrated Protection Measures against Gender Violence. It provides the first step towards the participation of companies in the management of this social problem, providing professional women victim's rights.
- Royal Decree 1917/2008, of November 21, by which the social and professional integration program for women victims of gender violence approved, contains incentives for businesses that hire women who have suffered violence.
- The National Strategy for the eradication of violence against women (2013-2016) encourages the public administration and the State to establish agreements with companies to raise awareness of the issue and promote social and labour reinsertion of women.

In short, the provisions of the State on companies mostly focus on detection, support and integration, as well as participation in campaigns to raise awareness of the various forms of gender violence and resources available for help, assistance and support socio-professional integration of women who have been victims of violence. Note that the emphasis is on women (victims) and not in men (the authors).

The legal provisions and public rejection of gender violence, promote the participation of companies in this goal. Companies of all sizes are committed to reintegrate women who have been victims of gender violence. However, mainly large companies carry out other types of initiatives, such as awareness raising campaigns.

Spurred by the government, public administration and some companies, they sign agreements to raise awareness on gender violence and promote socio-professional reintegration of victims. One of the most important agreements is the "Network of companies for a society free of gender violence" involving 62 companies and *the Ministry of health, social services and equality* (MSSSI) to meet the above objectives.

Many other companies have decided to support or create screening programs, assistance and reintegration.

However, it notes that companies do not get concrete tools and advice to address the issue. CEPS team conducted 18 interviews with companies, public institutions and non-governmental organizations.

The results confirm that, although the issue of gender violence is well known, companies do not feel particularly concerned about it and are not usually active in preventing cases or assistance to victims of violence outside the workplace. Although generally they knew the legal provisions and their implementation, they had not implemented any internal procedures in most cases. But there are some interesting exceptions that can be a source of inspiration.

Different good practices were identified; here the four particularly interesting as transferable at European level:

- the "Organic Law 1/2004"
- the "National Strategy for the eradication of violence against women 2013-2016"
- the "Network for companies for a society free of gender violence".
- the *Ana Bella School for Empowerment*, part of a private foundation that provides training to women survivors of gender violence and the support of some companies, providing them quality Jobs in leading roles.

We believe it is necessary to highlight the government and especially the Law and strategy initiatives, because they are the basis of other initiatives, including those led by companies. These initiatives have especially contributed to making gender violence a major issue at national level.

II- Overview of the national state of play

1. Preliminary remarks

a. Prevalence of gender based violence in Spain

In Spain, it is estimated that approximately 10% of women are victims of violence within a partner relationship. ¹

Between 2003 and 2014, 775 men killed their female partner or former partner. The number of women killed by their partner / ex-partner increased between 2005 and 2008 and is slowly declining since 2010. ²

In 2014, 126,742 women reported violence, but only 33,167 obtained a protection order (although the number of complaints remains high, the proportion of protection orders provided has decreased significantly since 2009). ³

b. Concept of gender based violence

There are various definitions and different terminology for gender violence; therefore we must clarify certain terms used in the Spanish State to ensure a common understanding.

By definition, gender violence refers to any type of violence against a person because of their gender. Since women and girls are mostly people who suffer this type of violence, often (especially in the European Union) the term is a synonym for violence used against women. ⁴

This term is used in Spanish national legislation, to refer to violence by a man on who is or was his wife or partner. Therefore, the Act does not address other forms of violence such as sexual harassment, rape, genital mutilation or economic violence, to name a few.

Domestic violence is a term also widely used in Europe but in the Spanish State, it is used less and less, as is understood as violence in the family, regardless of the gender of those who suffer or perpetrate.

The Catalan law uses another concept: "violència masclista". The catalan word 'masclista' (in Spanish 'machista') means 'male chauvinist', and is used deliberately in the law to make explicit that the source of violence against women is from men and exerted by men against women. It is a poignant expression, since it shows that the causes are structural, rooted in a patriarchal society that sees women as inferior to men. As you can read in the preamble of the law 5/2008, of April 24, the right of women to eliminate gender violence: "it is a violence against women by the mere fact of happening in the context of unequal power relations between women and men" ⁵. In this Act, other forms of violence are contemplated, such as: physical, psychological or economic violence, sexual harassment, forced marriages, sexual assault and genital mutilation.

In this national report the term gender violence will be used interchangeably with violence against women, being the most commonly used in the Spanish State and recognized by national legislation.

The widespread confusion of concepts is reflected in interviews: respondents spoke mainly about domestic violence and occasionally about gender violence at work (sexual harassment), although the latter is not relevant for this study. No one mentioned other forms of gender based violence that occur outside the workplace such as rape, harassment or stalking, etc.

Although the Spanish government places special emphasis on that gender violence is not only physical, but also psychological and economic, it seems that among the respondents is not entirely clear. We note that Spain has made substantial progress in finding drivers or coercive behaviours, when compared with other European countries. Suggest significantly we emphasize this aspect in the report in order to ensure that gender violence is understood and addressed effectively.

c. Gender based violence is a workplace issue

Although male violence against women is increasingly understood as a public issue, companies are still seen as immune to its effects. However, like the rest of society they are affected and concerned:

- "Violence is used to exert power and control over another individual". The aim of control is necessary to have in mind to understand the many faces of violence: psychological, physical and sexual, but also economic ⁷ can be seen in the men who control the finances of your partner, prevent them from going to work, harass them and control from their workplace, threaten them and their companions / as work, using instruments owned by the company to stalk them, etc. .. This violence not only it is happening behind closed doors. ⁸
- The Gender violence affects both permanence and work performance of the perpetrator and the victim in September, and may endanger the safety of persons working in the company. ¹⁰ Clearly this entails a significant cost for these. ¹¹
- Finally, Working women spend most of the day in the company. So the workplace appears as one of the best places to detect their situation, and where to find information and seek help.

2. Relevant legislation and competent authorities and procedures

The Spanish state is made up of 17 autonomous communities (CCAA), which have differing degrees of autonomy.

The Autonomous Communities are responsible for ensuring equal opportunities; therefore, they have established equality bodies and have developed a diversity of legislative action plans and instruments to support equal opportunities and the fight against gender violence.¹²

Since 2004 they are also in charge of implementing and developing national legislation on the elimination of gender violence. For example, they are responsible for the provision of assistance to victims. As a result of this division of responsibilities, rules and instruments vary considerably from one community to another. If this is important to adapt to the territorial realities, it is also true that it creates inequality among women in different regions, since all are not protected and assisted in the same way as victims of gender violence.¹³

For an overview, we will review first national legislation on gender violence and subsequently the relevant regional legislation.

The problem of violence against women was included in the political agenda in Spain in 1980 and since then, there have been many plans and laws that attempt to address it. However, it was not until 2003 that this drama was considered as a public issue rather than a private matter. The Organic Act of 2004 provides comprehensive measures to eliminate violence against women struggling from the roots and offering effective assistance to victims. Articles 21 and 22 define the rights of labour and social security for women in a situation of domestic violence while working in the public or private sector. The aim is to adapt their professional obligations to their personal situation, allowing to reduce or reorganize their working hours, suspend or finalize her contract and that her absences are excused. Where possible, also they have the right to geographical mobility within the company. However, these provisions are available only if women have a protection order or if the offender was convicted.

The Organic Act of 2007¹⁴ requires companies with more than 250 employees to design a plan for gender equality. In order to adapt to the situation of each company, its content is not imposed, but suggestions are provided. Commonly it includes a first portion on the law and the rights of women as well as a diagnosis of the situation of the particular company and custom measures and procedures to prevent, detect and assist women victims of gender violence.

Finally, the Royal Decree 1917/2008 summarizes and details the different existing incentives for businesses that hire women who have suffered a situation of gender violence. In addition, the Public Administration encourages the development of public-private partnerships to raise awareness of this devastating reality and promote labour integration of the victims.

Most regions followed the verbatim text of the Organic Law of 2004, when they decided to establish their regional laws. However, some communities decided to deepen from the provisions of Spanish law, and include the issue of gender violence in its labour laws and business involvement. This is the case of Catalonia. In fact, since 2008, professionals, especially health professionals, social services and education, are obliged to intervene when they are aware of a situation of domestic violence or strong evidence of it. Moreover, it is recommended to offer training in professional knowledge on violence against women. Another aspect to note is that some services are open to women victims without a protection order.

In the Autonomous Community of Canary Islands, professionals have an obligation to act against violence against women as employers. Employee representatives and unions have to report any case identified as gender violence to the competent administration.

In Andalusia, legislation notes that it will establish agreements with companies in order to facilitate the employment of women victims.

Finally, we can not fail to mention the Law 31/1995 of November 8, Prevention of Occupational Risks, where the conditions to which health monitoring is laid down in Article 22: "The employer shall ensure to service workers to regular monitoring of their health status based on the risks inherent in the work. This monitoring may be performed only when the worker consents. This voluntary basis can only be exempted on the report of the representatives of the workers, the cases in which the conduct of surveys is essential to assess the effects of working conditions on the health of workers or to check the status of the health of the worker can be a danger to him/herself, to other workers or other persons related to the company or when it is established in a legal provision regarding the protection of specific risks and particularly dangerous activities".

Clearly, a worker who suffers gender violence, which is in a state of stress or depression without mention physical damage may constitute a danger to herself or others in the company in almost all kinds of jobs. Covered in this legal framework, companies and unions should act much more frequently.

3. Particular policies

Since 2004, with the approval of the Organic Law 1/2004, the Spanish State proposes a comprehensive and integrated vision to combat gender violence. Various plans have been implemented to achieve this goal. The last of them, the *National Strategy for the eradication of violence against women (2013-2016)*, designed with the aim of creating a coherent and comprehensive approach to effectively address violence against women. It includes measures to raise awareness about this problem and improve the prevention and detection of cases.

This plan treats corporations as partners and relevant to contribute to the fight against this drama. In fact, encourages the State to collaborate with employers and unions to disseminate information on labour rights of women workers in situation of violence, to promote social integration and employment of women who have suffered from violence and to encourage their recruitment.

As a result of this plan, they have signed numerous agreements between undertakings and public authorities, at regional and national levels. *Network of companies for a society free of violence* is the best known initiative in Spain. This is a network that includes 85 Spanish and international companies (e.g., BBVA, DANONE, PSA, Mango, etc.) as well as six public companies that collaborate with the Ministry of Health, Social Services and Equality (MSSSI), from 2012. It meets successfully its two objectives: to raise awareness about gender violence as part of the government campaign "Hay Salida" (Way out) and the socio-professional

reintegration of women who have suffered gender violence. In fact, the partner companies have hired a total of 1,426 women who have experienced this situation.

At the regional level, it is also interesting to note the creation of *ICT Volunteering*¹⁵, which aims to facilitate the professional integration of women who have been in a situation of gender violence, using technologies. This volunteer program is the result of effective collaboration between the BT Foundation, the Integra Foundation and the Directorate General for Women of the Autonomous Community of Madrid. The Balearic Institute for Women signed an agreement with Carrefour and Eroski with the same purpose.

In addition, the MSSSI has prepared a summary of the rights of women victims of gender violence guide, including the professional field¹⁶, as did some unions like CCOO,¹⁷ as discussed later.

In short, the participation of companies focuses mainly on three aspects: invoke the will of the victims to discuss the issue and seek help, provide information on the rights of working people related to this issue and facilitate the reintegration of women that have suffered violence. The decision of the Spanish State to involve companies in this fight should be highlighted as an initiative unparalleled. Despite the clear consequences of gender violence in the performance of businesses and the occupational health of people working in addition to the key position that could play in detecting this type of violence, are still considered companies as essential to detect cases of violence and assistance to victims. However, generally measures to combat violence in the workplace do not take into account the aggressors.

4. Sponsorship/philanthropic involvement

a. Campaigns against gender based violence

The main campaign in Spain that has the support of public and private companies in the fight against gender violence is called "Hay Salida" (Way out). The campaign aims to encourage women to seek help and call the emergency number for gender based violence, the 016. The MSSSI started the campaign with involvement of businesses since 2012 and is responsible for its coordination. It provides material to be broadcast inside and outside the workplace, such as videos, brochures and posters. Companies are invited to participate in major events around this theme, as part of the campaign. For example, CLECE, among others, participated in the race organized in Madrid in June 2014 under "There is a way out".¹⁸

However, most communication activities led by companies occur promptly, around November 25, International Day for the Elimination of Violence against Women. Autonomous regions, municipalities, women's organizations, civic and cultural centres, etc. organize a number of events on the theme around this date within its scope, which should not be underestimated and in addition to the activities carried out annually by the Ministry.

As a result of these campaigns, the number of emergency calls to 016 increase significantly after each broadcast period.¹⁹ However, it is difficult to measure the impact of the dissemination by companies in isolation.

The goal of " Hay Salida (Way Out)" as most campaigns on this issue by the State and enterprises,²⁰ is to women victims of violence, encouraging them to break the situation and report abuse. This approach poses some problems, the most important: the whole responsibility falls on women, who are expected to report and escape the abuse. This campaign explicitly asks victims to "break the complicit silence". It is expected that women avoid the suffering caused by the abuse, making them complicit part thereof. This approach minimizes the complexity of this problem, the real barriers that prevent women to confront or escape these situations and infers that reporting solves everything. It hides the fact that women encounter often deep and real difficulties to trust and be assisted and protected by justice.²¹

These campaigns are designed generally by public administrations and are directed to citizenship or specific population groups and not necessarily meet the needs of companies regarding the possibility of reaching male and female employees, consumers, service users and suppliers. Logically, this is a very sensitive issue and creating a new campaign is a complex task that requires experts. A hypothetical initiative aimed at businesses could put emphasis on the participation of all the aforementioned actors, inside and outside the workplace as well as prioritize the empowerment of women suffering such abuses.

One way to ensure the effectiveness of these campaigns and can thus respond to the needs of businesses and women, would design them in collaboration with some associations or foundations specializing in the issue of gender violence, aware of the complexity of the subject.

Establish links with organizations working to reintegrate women who have suffered gender violence would help both businesses and the organizations themselves. For example in Spain, the Ana Bella Foundation,²² which will be discussed in the section on best practices, or in France 'Led by Her'²³, both perform outstanding work with women to make their projects a reality. They are some of the many good examples we can find around us.

b. Funding programmes

Some companies finance initiatives aimed at addressing gender violence. In most cases they sponsor foundations working on socio-professional reintegration of vulnerable people, including women who have been in a situation of violence.²⁴

Another example, led by Vodafone, called *World of Difference (or Build a new world)*, supports social projects in different countries. It is an opportunity for those interested in a project against gender violence, although not specify on the subject. The Federation of Associations of neighbours of La Rioja received support to create a comprehensive project to prevent domestic violence, sexual abuse and people with intellectual disabilities.

c. Gender lenses used to develop core competences of employees

As mentioned above, companies with more than 250 workers in Spain must develop equality plans. In theory, these plans serve to put on the company "gender glasses", enabling them to observe and measure inequalities in all areas and departments, understand their roots and seek appropriate solutions. However, as often happens, there is a gap between theory and practice, and design of these plans does not guarantee its implementation and concrete change in the practice of the company.

Some companies require the services of a trade union or a consulting firm specializing in human resources, gender issues or to receive training in gender equality issues at work, in order to design the equality plan.

d. Services/programme on prevention, protection and socio-professional reintegration of victims & perpetrators

Some companies, in addition to (or instead of) the financing of gender related violence programs, have created their own program or instrument. We have collected three examples that we think are particularly interesting; although there are many other initiatives of Spanish and multinational companies that have been implemented throughout the Spanish State.

La Caixa Foundation provides preventive campaign and education material through the program "*Zero Violence*". This was a comprehensive project to address violence against women. In fact, not only it provided information for educators and teachers to raise awareness regarding this issue among the adolescent population, but also offered psychosocial support to women and children in situations of violence.

For its part, the TECSOS Foundation, Vodafone Foundation and Spanish Red Cross joined their respective areas of expertise to create a device for the mobile phone that would provide support and information to women victims of gender violence.

Similarly, 3M created a proximity alert notification in collaboration with Telefonica. The assailant wears an electronic bracelet, put on the market to alert victims if the abuser goes beyond the maximum distance determined by the courts. This is an interesting tool that facilitates compliance with the orders issued by the criminal justice system, increased protection of the victim and deter offenders.

III- Interviews

1. Stakeholders

The prior steps to the CARVE research interviews was to determine which organizations could be most interested in working on violence or gender equality and that could potentially commend companies committed to the elimination of gender violence. Due to the nature of CEPS Projectes Socials organization and network, the first contacts were done with expert NGOs and institutions, such as regional and local council, and Universities. These interviews were useful to open the doors to businesses, by consequently creating direct contact with company representatives who knew them. Thus, CEPS established contact with 103 companies across Spain mainly in the Catalonia area.

At the same time, these first interviews served to test the questionnaire with experts, realizing in this way, which questions or what tone was not particularly useful to follow. The questionnaire was then adapted to obtain as much information as possible and facilitate dialogue on such a complex issue.

CEPS mainly used email to establish the first contact with the organizations or companies. Follow-up phone calls were crucial to contact relevant staff and encourage them to participate in the interviews. Despite all, it was difficult to engage many due to the sensitive nature of the issue of gender violence.

Most interviews were arranged in the end through personal contacts of research staff, who recommended the CARVE project and established then contact to the companies; in particular, one of the respondents, working in a public institution, facilitated names of key people in companies and provide the crucial first contact to follow up and engage the companies.

The social network LinkedIn was a great help. It facilitated open contacts and access to key staff, and after posting messages in different groups interested in this subject describing the project, five people contacted the CARVE team. These five people belonged to non-governmental organizations and consulting firms, which however in the end would not be interviewed.

To give a realistic idea of the efforts to get interviews, here some data: contact was made with 26 public institutions, 70 companies and 5 non-governmental organizations. Of the 70 companies, 56 are part of the National Network of Companies for a Society Free of Gender Violence. Unfortunately, most of them did not respond to the CARVE research invitation.

The difficulty about having access to the key players can be explained by several reasons: First, CEPS works primarily with the public in general and the so-called Third Sector entities. Therefore, its network of contacts in the business sector is secondary: a first barrier to accepting an interview was the lack of first hand knowledge and prior relationship with who led the project. Second, and related to the first point, it was not easy to establish who was the person in charge of these issues within companies (HR staff, middle managers, directors etc.). This led to

many emails being sent to the same company, limiting the ability to reach the right person and get answers. In some cases the impression was that staff would refer from one to the other to evade the interview without wanting to decline participation. Finally, it has to be pointed out, that it seems that many of the large companies that in some way 'advertised' their commitment online on their websites (through campaigns, networks or in their mission statement) did not prioritize the time to talk about a problem on which supposedly were working, which demonstrate a lack of real commitment to it.

Despite all the difficulties, CEPS conducted between February and May 2015, eighteen interviews with nine companies, four public institutions, four non - governmental organizations and social partners.

Of the nine companies interviewed there were three national and four transnational corporations. Seven of them had at least 250 employees in Spanish territory, while one is a small to medium enterprises (11-50 employees). The scope is very different: retail, electricity, human resources consulting, service delivery people, sales, risk prevention ... It is noteworthy that among the 18 people interviewed (including experts form NGOs and public institutions), only four were men.

2. Impact of the national legislation and of prevention measures on company policies

We were surprised, during interviews, about the knowledge that private companies had about legislation, unlike public institutions, as if, paradoxically, these legislate but did not worry about how to apply it, almost forgetting that they are also companies with employees.

However, there are two points to consider: One, is that companies interviewed had about 250 employees, except one (specializing in human resources) which, by Spanish law, have to develop a gender equality plan where legal provisions are included with regard to gender violence and therefore have a knowledge of the law and its obligations. On the other hand, it is easy to imagine that companies that agreed to speak with CEPS were previously committed and sensitized on gender violence and therefore are not representative of the entire business sector.

The issue of sexual harassment was the most recurrent theme where companies felt comfortable to talk, ahead of violence against women in general, due to the applicable legislation and the type of companies interviewed. Therefore, while many companies had developed a specific protocol or protocols to prevent and resolve this problem, only one company had a specific protocol to address gender violence in the workplace and among the users of their services. A public institution and a Spanish company were in the process of creating a protocol to address the problem.

3. Companies' reasons to commit to combating gender based violence

None of the people interviewed said that companies should not engage with this issue. One of the participants stated that this was thanks to campaigns carried out by the government to raise awareness about violence against women and their social impact.

The respondents who are engaged in this issue highlighted the importance of campaigns to raise awareness on gender violence to recognize cases at work in order to act. It is also worth mentioning that the Spanish public opinion is increasingly aware and committed to the issues related to gender equality, the rights of women and, in particular, in relation to violence against women.

However, the commitment of companies with the elimination of gender violence in the workplace is less common. This can be justified for several reasons: the lack of confrontation / experience with the subject (most had never detected any cases of violence) or lack of knowledge of the impact of this violence in the workplace. Quite surprising was the discovery that, of the three transnational companies interviewed, only one was actively involved in the fight against gender violence. Of these three companies, two had proposed care services to individuals and the third is a human resources consulting. The trade union interviewee was also involved in the issue, partly because there are labour laws explicitly addressing rights of workers, victims of gender violence.

The companies involved with gender violence mentioned two main reasons for this: social responsibility and self-interest.

In fact, companies should be considered "social partners" with a responsibility towards society. An official of one of the transnational corporations interviewed mentioned the term "corporate citizenship", which is certainly an interesting expression in this context. The respondent believed that companies were involved in the response to gender violence, as well as other social, economic and environmental issues, because they are pillars of society. In fact, since 1960, it is expected of companies, that they have a positive impact in economic, social and ecological terms. To this end, companies address Corporate Social Responsibility (CSR) in different areas.

These proposals are accompanied by arguments that highlight the direct benefits for companies that are committed to social causes. In fact, it has many benefits: attraction and retention of employees and consumers, improving the working environment and brand image.

These elements are particularly interesting and should be taken into account when promoting the commitment of companies in the elimination of gender violence. However, we must bear in mind that this is primarily applicable in large companies, and not in those of smaller size. In fact, for medium, small and micro enterprises in Spain there is no obligation to prepare a Plan for Gender Equality, and they do not always have a person responsible solely for human resources. They also have less time and resources to address these issues. However, it may be

beneficial for them to know or have access to the CARVE project *European Guide to Good Practice*, so we must think about the most effective way to facilitate access to it.

In Spain, 94.1% of companies are considered micro (0 to 9 working people), small 5.8% (from 10 to 249 people workers) and large account for 0.1% (over 205 workers). The first contract to 38.5% of the working class. ²⁵

4. Detection of gender based violence cases inside a company

Most of the companies interviewed had not detected any cases of gender violence among its employees. By "Cases" we mean here the victims. The perpetrators were never mentioned in the interviews. Significantly, one respondent, an employee of a public institution, said that among its 6,000 employees, they had not detected any case. Statistically, it is impossible that no one had been a victim or perpetrator of domestic violence among so many staff. Similarly, a large NGO, formed almost exclusively of women, had not detected any cases of domestic violence since its inception twenty years ago.

One respondent, director of human resources at a large public agency, shared a case that had occurred in their workplace, ten years ago. The victim was a woman seldom at the office due to her contractual terms, and no one had identified the abuses suffered. To explain the failure of detection, the interviewee said that her behaviour had been "fairly quiet", and added that her bruises had not been a sign of concern to her colleagues. This situation leads us to several reflections: we could believe, first, that the growing awareness about this problem in the past ten years should make it easier to detect its existence. But it's not entirely true. In fact, as the respondent points out, she was not every day in the workplace, thus limiting her interaction with others workers. It must be said that there are many contracts nowadays that are short term, part time, or for projects/services that have a centralized head quarters and/or personal service but many different work locations. In addition we cannot forget that women are more likely than men to have precarious job situation ²⁶. The lack of regular contact with staff greatly reduces the ability to detect these cases by companies that are not trained specifically in this area.

The problem of insecurity in relation to gender violence has also been raised by NGOs specializing in the subject. They highlight the impact of this instability in the management of gender violence. In fact, as has already been mentioned, this reduces its links to the workplace and, simultaneously, the possibility that this situation is detected. Moreover, the NGOs stress that women who suffer or have suffered gender violence are more vulnerable to sexual harassment at the workplace. It is necessary to take into account the precarious work conditions when the problem of violence against women is addressed from the employment context. In fact, women are overrepresented in precarious jobs (part-time, temporary work, etc.) and, especially when facing multiple discrimination (e.g., ethnicity or class). In addition, women with a history of domestic violence have often a more problematic work history. It is also noted that the current economic situation is worsening this due to the greater impact the crisis causes on women ²⁷ (austerity measures affect them more, which has a direct and indirect impact on your

personal and financial situation). This structural and contextual reality undermines the chances of receiving support from your company.

Two of the respondents who are part of large Spanish companies that provide services for individuals, are very active on this issue and reported several cases of gender violence among its employees. In fact, one of the companies began their active involvement after detecting some cases amongst their staff. The representative stressed that the governmental awareness raising campaigns had been instrumental in examining this problem and this led them "naturally" to work on it.

A Spanish NGO had detected among its staff a possible case of a woman abused by her partner. The human resources department had serious suspicions about his situation but she never talked about it. The interviewee noted that domestic violence can affect the well-being of the victim in the workplace. In fact, if the woman does not work as expected, the company tends to transfer work to colleagues, who may react negatively, especially if they do not know the reasons for such behaviour (or even knowing them...).

5. Concrete actions to support female employees

In each of these cases, companies have given their full support to their workers. One respondent explained that due to the detection of some cases, a method for detecting, coping and supporting women who suffer domestic violence in the home was established. One of the key measures is the choice of geographical mobility, impossible to implement due to the territorial organization of the company. The company with the situation of a woman allegedly the victim of domestic violence but had never said anything took some initiatives. The human resources department went to the police to know whether it would be possible to report the abuse; they were informed that if the victim did not ratify the complaint, no process would begin. So they decided not to report anything and seek advice from the company's medical service to see if there was a specific protocol on this issue. Here again they received no positive response. They felt abandoned and powerless against this problem. The woman referred to is now on extended sick leave. As a result, the respondent emphasized, the issue of privacy and the limits of the possible involvement of a companies in such a complex issue is very complex.

In the Spanish State, women who suffer domestic violence are almost exclusively offered professional help if they file a legal complaint. In fact, only few women decide to denounce gender violence. Consequently, it is very difficult for them to have the benefits provided by the state. Recognizing this problem, one of the big Spanish companies interviewed have decided not to require the official complaint required by the law or a protection order, for women to benefit from their rights.

Only one of the companies we spoke to have a protocol for prevention and action to address gender violence at work, negotiated with different stakeholders. It is a Spanish firm that has been involved in this issue thanks to its own workers and the users of their services.

Thus one of the major Spanish companies, very committed to this issue, as one of the public agencies were, at the time of the interview, in the process of developing a protocol or procedure to address gender violence.

Some of the companies made suggestions to encourage women to share their situation in the workplace and thus claim their rights. One particularly stressed the need to create a new work environment that fosters trust. We believe that the notion of "trust" is the basis of any effective process: to consolidate this favourable working environment requires anonymity, procedures, benchmarks identified and trained, and the dissemination of a campaign internally to raise awareness of the commitment of companies and the rights of women. One of the people interviewed by a public body stressed the importance of creating awareness of the social nature of gender based violence through internal campaigns, statements and training within companies. He argued that women often feel guilty and ashamed, blaming themselves for their individual situation. However, domestic violence is a widespread problem universally, rooted in structural inequalities between women and men. Emphasize social reasons for gender based violence by men against women can be very useful for women to report their situation.

One of the unions and an association dedicated to supporting women victims of domestic violence also noted that had provided specific training to some companies. Gender based violence is a deep and complex problem, in fact, requires training by professionals that the address in a comprehensive manner and provide the most efficient way and adequate assistance when each case is dealt with. Other interviewees explained the business world who had participated in a seminar to learn how to create awareness on gender violence among the users of their services. Finally, we emphasize that one of the NGOs interviewed had no protocol or procedure designed to address this problem even though, paradoxically, worked in favor of promoting the rights of women and job placement. Despite his extensive knowledge of the impact of gender violence in the professional life of women interviewed they did not consider as relevant.

6. Department/people in charge of dealing with gender based violence inside the company

Most companies or public bodies that had established a procedure minimum to address gender violence (in general, referred to the workplace itself, that is, sexual harassment or gender based) did implying in process to Human Resources (HR). One of the government agencies also provided psychological support to the HR team that addresses the problems and, moreover, one of the big Spanish companies explained that in your company involved, at least, the human resources department where he worked the victim and also to the central management of the department. If the victim wanted to change his workplace, the process also required the participation of related human resources in other establishments of the company. They had established specific procedures to manage these facts and ensure confidentiality.

7. Collaboration with external authorities to deal with gender based violence issues

Only two companies established in Spain declared cooperate with the competent authorities on gender violence. One of them had more than 120 agreements throughout Catalonia, with very different types of entities: NGOs, municipalities and foundations to assist and reintegrate victims of gender violence. One of the two companies, which provides services to other companies or institutions, is considering working with the security services to their customers when an employee is at risk of being harassed by her (ex) intimate partner in your workplace . The other company, meanwhile, works with the public administration to facilitate the detection and reporting of cases of violence among service users. A Spanish NGO also asked on one occasion the police and your insurance company health services. In fact, they proposed collaborating with the latter to facilitate detection and assistance to victims of gender violence. Several companies have applied the experience of NGOs and trade unions to improve their knowledge in this area and learn how to design an effective policy to condemn domestic violence and provide effective in detecting cases and tools to support victims. One company also highlighted the benefits of a professional approach to prevention. In fact, this is considered the psychosocial approach is a relevant and effective enough to detect situations of violence inside and outside the workplace tool.

8. Internal communication on gender based violence

We note that companies use different tools (sometimes separately, sometimes together) internally to raise awareness about gender violence.

One of the Spanish companies only disseminates information on the subject, so that working people aware of their "rights and duties". Other companies have developed internal campaigns on the subject, or distributed material external campaigns that have participated, as in the case of "Way Out". For example, one of the companies exhibiting posters in the workplace or plates (which can also be used for external awareness campaign). Others chose to hang small posters in the toilets of women or ATMs with emergency numbers and information for victims. Thus they can sensitize both the employees as customers.

Two Spanish companies organize training for their staff so they can understand, in a comprehensive manner, the issues of gender equality, including gender based violence (not exclusively restricted to violence against women but also against LGBTIs +). These initiatives were in line with its overall clear commitment to the elimination of gender violence, more so when it is a human resources consulting and services company that provides care for people. Social networks and websites can also be instrumental in disseminating information on gender violence. In fact, the two Spanish companies above have created blogs, websites and pages on social networks aimed at their staff, where equality, social problems and / or gender violence addresses. Its aim is to facilitate access to information on labor rights, on the procedures and actions that companies are underway to address these issues. interviews and stories of people who have overcome situations of violence are also included.

Motivated by her desire to involve working people in the fight against gender violence, one of the heavily involved Spanish companies with this problem created a corporate volunteer program that offers the possibility of employees and the employees support the social and professional reintegration women who have suffered a situation of gender violence. It is to organize a half-day meeting between the volunteer and the woman concerned to help in the development of a professional project (CV, interview preparation, etc.).

9. External awareness-raising campaigns on gender based violence

Three of the companies involved in awareness campaigns against gender violence, all framed in the national campaign "Way Out".

One of these companies was the driving force behind the "Network companies for a society free of gender violence" and organize awareness activities throughout the year, aimed at its staff and users of their services people. They note that most of the campaign is organized around November 25, International Day for the Elimination of Violence against Women.

Among the instruments used to disseminate the campaign, a Spanish company used to display the logo against violence in its fleet of vehicles, the distribution of solidarity among its staff and intermediaries and participation in a nationwide event bracelets, held in Madrid on 25 November 2014. It also organized a national conference on the subject, attended by government representatives, businesses, unions and NGOs.

Those interviewed one of the international companies explained that they had created a product to support victims of gender violence. In the context of its commitment to this cause and in order to publicize their product, the company organized conferences to raise awareness about practical measures that would ensure the safety of victims of domestic violence.

Each year, a small Spanish company specialized in human resources consulting, training and organizes an open day to the public on equality, harassment and gender violence.

10. Issues raised by the companies with regards to the writing of a Best Practices Guide

- the Micro and small businesses have fewer resources to meet and address the problem of gender violence. One of the possible solutions to enable micro and small enterprises to apply the law when necessary, could be to facilitate the relocation of women within a network of companies and unions.
- The System of bonuses for the Law against violence is enforced and, even more, to include groups of people at risk of social exclusion, it is of great importance to really

involve companies. It could also encourage micro and small enterprises to participate in it.

- For Companies is difficult to support a victim when there is no complaint, or when the alleged victims deny their situation. The emphasis, then, should be to provide assistance with or without complaint and always with the consent of the victim of abuse.
- It would be important to take a step towards the creation of internal protocols in companies, and thus take measures in accordance with the legal framework. These measures should ensure that issues related to gender violence are led by the company and with a clear commitment, so as not to depend on the good will or the personal commitment of a specific person or group of people on a personal level.
- The Development of an equality plan that includes a specific procedure to support women in situations of violence in their private sphere, may be relevant especially for large companies.
- The Professionals in charge of these issues within a company people should be trained to provide appropriate assistance.
- The Emphasis should be placed on creating a safe working environment for women victims of domestic violence, where they feel free and confident to report abuse and seek help.

IV - Best practices

In this research, different examples of good practice were identified but only four found them significantly relevant and transferable at European level.

Three of the examples of good practice are carried out at government level, and can be particularly useful and exportable to engage them in this issue: the Organic Law 1/2004, the National Strategy (2013-2016) for the elimination of violence against women and business Network to a society free of gender violence. We believe it is necessary to highlight government initiatives, especially the Law and strategy- because they are the impetus for other initiatives, including those led by companies. No doubt this contributes a lot to turn this problem into a major issue of national importance.

Finally, we chose the program *the Ana Bella School for Women 's Empowerment* offering training and reemployment for women victims of domestic violence with the collaboration of companies.

We analyze the three government measures as a whole and the private sector separately.

1. Context

Since the eighties, the problem of domestic violence and gender violence are present in the Spanish public debate, prompting adaptation plans and measures to address it. In fact, this issue had a dramatic entrance into the public debate in 1997 with the murder of Ana Orantes by her former partner, with whom he was forced to live under a court ruling. A few days before, she had told her story of abuse on television. This tragic episode had an enormous impact in Spain and abruptly awakened public opinion. Since then, gender violence has been widely addressed by the media and has become an essential issue on the political agenda of all political parties. Consequently Law 27/2003, which states that gender violence is not just a private family matter but affects and involves all of society was approved in 2003.

After this major paradigm shift, the State approved the Organic Law 1/2004 of 28 December on comprehensive protection measures against gender violence. This law establishes measures for all areas of society, with a view to eliminating gender violence through prevention and effective assistance to victims. The Act itself includes rights in the workplace for victims. In addition, Royal Decree 1917/2008, of December 21, deepens the strengthening of existing incentives, facilitating the recruitment of women victims of gender violence and promoting agreements between the state and the business sector to facilitate employability victims of domestic violence and awareness on this issue.

In order to implement these provisions, the Spanish government developed the National Strategy for the eradication of violence against women 2013-2016, with two objectives: firstly, to unify the existing measures into a coherent document and on the other, meet with the

obligation to draft a National Plan for Awareness and Prevention (Organic Law 1/2004, December 28, art. 3). In 2012, the Ministry of Health, Social Services and Equality coordinated the "Network companies for a society free of gender violence", in order to properly implement the law. In fact, this action is part of the stimulus to create agreements between the State and the private sector, with companies that raise awareness about this problem and facilitate the reintegration of women who have been victims of gender violence.

2. Positive aspects of the good practices

The Spanish legislation regarding gender violence (understood only as male violence against women) is particularly relevant. In fact, comprehensive measures are established to address this kind of violence, which means that: a) covers each aspect of gender violence to eradicate from prevention, punishment, assistance and reintegration of victims; b) causes effects in different areas of society: education, justice, health, employment, media, etc.

This comprehensive fight also means that the business sector should be involved. Their involvement was determined by the Organic Law 1/2004 itself, which establishes rights in the workplace for women victims of gender violence. What is really remarkable is that, by recognizing women victims rights specific job level, thereby forcing companies to become involved in this issue. In fact, it is impossible to stay on the sidelines, because these provisions recognize that violence has an impact on the workplace. The law promotes among companies applying these provisions in its operation and to be incorporated into collective agreements.

The National Strategy for the eradication of violence against women 2013-2016 is a step in the specific involvement of businesses in this challenge, and is the natural result of Royal Decree 1917/2008-which increases the incentives for companies to recruit women victims of domestic violence, but with the added value of unifying the various measures in a strategy provided funds. Also, the Strategy encourages the public sector to reach agreements with the private sector to join it awareness campaigns to promote the rights of victims and conduct training and training programs for the labor market. Law 1/2004 addressed the involvement of businesses by women workers victims of gender violence but this strategy is addressed directly to the business sector. This reflects no doubt that the problem is regarded as a public issue and concerns all stakeholders. This approach is truly innovative, knowing that historically, laws addressing gender - based violence have involved only health services, social services and justice.

In 2012, the Ministry of Health, Social Services and Equality, consistent with this guideline, created the Enterprise Network for a society free of gender violence. Its aim is to involve businesses in awareness and awareness campaigns on this issue, and facilitate the employment of women who have suffered gender violence. This is especially remarkable because the network is composed mostly by Spanish and transnational corporations. In fact, the Observatory on Violence against Women noted that they just for women victims of domestic violence is hired, as happens in small businesses. This network is crucial in spreading

campaigns that address the issue and take the hiring of women who have experienced a situation of domestic violence in the home.

Last but not least, the *Ana Bella School for Empowerment*²⁸ is a good practice to review. It was created in January 2012 by *Ana Bella Foundation*, a non-profit organization formed by women survivors of gender violence providing support to some 1,200 battered women a year so they can start a new life.

The Foundation has the support of the *Danone Social Fund* and *Momentum Task Force*. So far it has trained and employed 210 women survivors of gender violence. Your budget line is that a woman who has overcome violence is a positive value for economic and social development of the company, causing a paradigm shift in the employment of women who have been abused: hiring based on personal values, as self-improvement, rather than encourage positive discrimination for being victims. Empowering work as promoters of brand instead of invisible work that cause a double victimization and social exclusion.

Ana Bella School has been awarded as the best European project Co-creation with social and economic impact on competition AshokaChangemakers in 2014, among 338 projects from 34 countries.

3. Negative aspects of the good practices

Whether the Organic Law, the Strategy or private initiative, all these good practices suffer from ongoing evaluation and monitoring of measures on enterprises.

It is possible to find a 2008 report that presents the measures implemented at national level in the framework of the Organic Law 1/2004, as well as a report on its implementation in the Autonomous Communities.²⁹ However, it should be noted that these reports, which reflect the actions taken and sometimes supplemented by some data are not proper assessment.³⁰ On the other hand, other statistical indicators are available and are updated frequently. However, none of the provisions relating to the labor market for women workers who are in a situation of gender violence are audited. Impossible to know how many women requested specific to their situation in their workplace rights and whether or not obtained. Obviously, this would be very important. In fact, to benefit from these rights, women victims must obtain and submit a protection order or, in special session, a report of tax aimed at the company. This is undoubtedly a clear obstacle to women's access to their rights: we know that domestic violence is a type of violence mostly unreported for many reasons, from the psychological to those that have to do with possibilities very specific: the real risk of obtaining negative judgment and thus increase the violence of their partner or former partner. In addition, some of these rights are very difficult to be met: for example, not all companies can provide geographical mobility to women in a situation of gender violence.

Initially, it was expected that other *national strategy for the eradication of violence against women from 2013 to 2016* was evaluated. His writing includes the completion of an interim report, which was to be delivered in 2014 and then another evaluation would be conducted at

the conclusion of the term of the plan. However, the interim report has not been made yet. Consequently, you can not know the effectiveness (or not) of their implementation.

Apparently, the *network companies for a society free of gender violence* has no targets to meet or indicators to measure their effectiveness. This is problematic and undoubtedly increases the possibility that this initiative will translate into mere superficial actions and not in a concrete and real commitment.

4. Conclusion

Gender based violence is an issue of public interest in Spain. The government decided to commit to its eradication through the involvement of all actors in society, including business. The first three chosen examples of good practices reflect this government's willingness to involve companies, through incentives and obligations. This is the first and necessary step for companies to also consider domestic violence as a problem in the workplace; why we believe it is so important development. It may also be useful as inspiration for European governments to reform their legal regulations concerning gender violence. However, these positive aspects can not conceal the lack of indicators and evaluation of the implementation of the initiatives, which prevents have real knowledge of the results.

Finally, we highlight the adaptability of the project actions as *School Ana Bella for Women's Empowerment*. This initiative has been implemented mainly by the initiative of the Anna Bella Foundation and collaboration with large companies such as Danone, MANGO and Ligeresa, but the basic idea is transferable to smaller companies: give space to women survivors of gender violence to occupying leadership jobs.

In France the project *Led by Her*³¹ has interesting similarities, training and employment of women who have suffered violence in leadership positions.

The two projects make possible the employment of women through collaboration with a company specializing in gender violence NGO, which has professional and sufficient to support women at all levels of infrastructure and the collaboration of companies involved to promote a society free of violence. We hope that this model of collaboration between the associative and increase business world and many more countries exported, to provide maximum opportunities for women.

V - Conclusion

In Spain, gender violence is an issue of public interest. Since the adoption of the Organic Law 1/2004, all stakeholders are involved with their struggle, and established measures comprehensively address the problem for disposal and support to victims. Companies are also involved. In fact, the Act provides law analyzed employed women who are in a situation of gender violence. Laws and policies that followed provide incentives to businesses for hiring women who have suffered gender violence and to involve businesses in raising awareness on the issue.

As a result, most corporate initiatives focus on awareness campaigns to prevent the problem and encourage women to leave the situation as well as professionally reintegrating victims. Although the Act provides rights for women suffering gender violence, they are difficult to obtain and, in the case of companies, complex to implement. In addition, there is still much work to do internally to manage this reality and provide effective prevention and assistance to victims in their workplaces.

The measures are important because they help to involve businesses in this fight, but have not yet overcome the obstacle involves the "privacy". Violence against women is still considered a private matter, where the company can not / should not act. The repercussions in the workplace have not been made visible enough for companies to understand the negative effects on labor. The effects have involved women who suffer domestic violence affect the working team environment, productivity, absences for reasons of health, physical and / or mental increase, etc. Since occupational health departments should train people to detect cases and treat them as a health issue. Companies should be more aware of it both self-interest and to safeguard the integrity of its workers.

Anyway we can not forget that there are companies that are working in this direction. Schneider Electric ³² was chosen by UN Women, in early 2015, in order to join the pilot group IMPACT 10x10x10 of HeForShe, group that involved politicians and executives around the world to make gender equality a corporate priority and drive change from the highest levels in and out of each of their organizations. The French multinational was selected after winning the Leadership Award 2015 for its action in favor of gender equality as part of the Principles for the Empowerment of Women (WEP, for its acronym in English) of UN Women and the Global Compact. At present, the company and many others are developing a specific protocol on the issue of gender violence in the company; unfortunately, it has not yet been published, but we hope soon to make themselves known many more initiatives in this direction.

Summarizing, we would stress the fact that the Spanish State has designed an innovative, a first step to add to the companies in this fight legal framework. He has managed large companies contribute to awareness campaigns powerful; He has promoted professional and social reintegration of women and to develop tools to counter the problem.

However, now it would be the time to think and articulate actions to be carried out in workplaces to prevent gender violence. Although the laws are covered in a very generic way some of Equality Plans created by large companies would need to go a step further and develop circuits and protocols necessary for the care and prevention of cases from human resources and occupational health. In fact, it appears that companies have no guidelines available for when faced with this problem in the workplace. Facilitate a manageable and clear guidance, with accurate, it could be an avenue to explore to involve companies in the elimination of gender violence.

The Workers ' Commissions (CCOO) union, with the publication of the *Trade Union Guide to the feina masculistes violències*, has taken a first step in this direction. The guide is a tour of the Spanish State legislation concerning businesses and working people, with some examples and useful tips on how to deal with alleged victims, places bypass them for better care, etc. A good example to follow and a good source of inspiration for future guidance aimed at businesses

1. Further issues

Other questions must be asked regarding the state of affairs in the Spanish State.

First, insecurity and austerity are seriously damaging the right of women to be cared for and protected from gender violence. Since 2011, care services for women victims of gender violence have far fewer resources, which has meant the closure of some of these services. If women have fewer options to get attention and support, also they have less chance to escape the violence. The possibility that companies detect violence and support victims, offering them rights and resources without requiring the necessary documentation has increasingly importance in the current context of crisis. Also noteworthy are some alarming trends. Women give up more frequently go ahead with the process following the complaint, the number of complaints filed by judges and more and more requests for protection orders are rejected in court³³ All this clearly it limits the possibilities for women to benefit from their rights in the professional field.

It is also necessary to mention that none of the initiatives address the question of perpetrators, although it is essential to prevent gender violence. All initiatives related to violence prevention, awareness and aftercare are designed for women as victims, as if there were perpetrators of violence. The state stands as solely responsible for their protection. Undoubtedly focus on the victim is essential, but is far more important to address the roots of violence, that is, work with men who are violent towards women. It 'sreally important to note that women are considered victims because of their gender, while men perpetrators of abuse are not considered violent as men. Violent men are often seen as marginal people with certain characteristics that explain their actions.³⁴ Now is the time to involve men in the fight against gender violence. They are the only ones that can autoconvencer not to commit violence against women and to end it. Moreover, abusers often harass their victims in their workplaces. Policies and protocols on gender violence companies could include measures for prevention and rehabilitation of

perpetrators of gender violence. They could also provide or fund training, internally and externally, to address the roots of the controlling and violent behaviors. We advocate such measures, but we must keep in mind that companies may be afraid to be seen as "anti-men" if implemented and therefore lose male clientele.³⁵

In addition, companies not only working women who suffer or have suffered domestic violence, but also a similar proportion of abusers. This is undoubtedly a major obstacle to an effective commitment to the elimination of gender violence in the workplace. We recommend further investigate this aspect that is certainly crucial to ensure the effectiveness of the dissemination and implementation of good practices in the workplace.

Finally, it would be important to expand the Spanish definition of domestic violence to include many other forms, including rape and harassment. This could also have a major impact on the working lives of the victims.³⁶ It is essential to enable employers to know how to manage the impact of this problem on the professional lives of its workers.

2. Recommendations to elaborate the European Guide of Good Practices

For the second part of the project and in view of the drafting of a European Good Practice Guide for Business, we make the following recommendations :

- We have analyzed the guidelines and research in the UK, Canada, Australia and the United Kingdom's³⁷ to make proposals based on the type of company, to manage this problem internally. Obviously, it is important to focus on how companies and the state can raise to raise awareness about the problem, working to facilitate the reintegration of victims and design programs for them, but will be even more effective and relevant to provide women with tools to face the problem if it occurs in the workplace.
- The inclusion of specific and tools for businesses, so they can effectively manage gender violence proposals. These should be simple, clear and easily accessible to any company, enabling them to manage cases of gender violence in their workplaces and create a safe working environment.
- The communication strategy of the guide should be designed to reach all businesses, including the smallest. it can be designed for different strategies.
- Encourage the development of research at sectoral and national level for businesses, unions and governments have information and data about the problem, and can thus create their own guidelines for broadcast. It seems that a necessary and important for companies to commit to take on this issue in their workplaces form. It is also revealed as very important to have arguments to convince entrepreneurs to engage and develop specific and applicable solutions and tools. Again, we urge you to consult the different guides and studies in other countries for ideas, and are published on the website of CARVE-Daphne.eu .

- Promote prevention of gender based violence including measures for offenders in the protocols and programs that address gender violence at work.
- Promote the creation of a sectoral / regional / national network companies so that, between them, they can meet and share their experiences. Thus, good practices could be disseminated more effectively, through peer learning.
- Foster collaboration of companies and specialized NGOs on the issue of gender violence, to design awareness campaigns, among other things, do not reproduce stereotypes, involving society as a whole, prevent such violence and support victims gender violence more effectively than to date manner.

Footnotes

¹ Intimate partner violence (2010)

² http://www.msssi.gob.es/ssi/violenciaGenero/datosEstadisticos/docs/Ultimos_datos_30042015.pdf

³ http://www.msssi.gob.es/SSI/violenciaGenero/datosEstadisticos/docs/VMortales_2015_07_07.pdf

⁴ <http://eige.Europa.eu/Content/What-is-Gender-based-Violence>

⁵ www.parlament.cat/document/nom/TL75.pdf

⁶ Organic Law 1/2004 of 28 December on Integrated Protection Measures against Gender Violence.

⁷ Convention of the Council of Europe Convention on preventing and combating violence against women and domestic violence (2011).

⁸ Domestic violence at the workplace (2014).

⁹ Effects of domestic violence on the workplace (2012).

¹⁰ Domestic Violence Does not Stop When Your Worker Arrives at Work (2010).

¹¹ European Institute for Gender Equality (2014).

¹² CABRERA MARKET, Rafael and José María cabazo LIÉBANA (2010)

¹³ CABRERA MARKET cabazo LIÉBANA Rafael and Maria Jose. (2010)

¹⁴ See Annex: laws and policies, to access all laws and regulations cited

¹⁵ [http://www.voluntariado.org/fundacionbt/oportunidades/exclusivas/detalle/default.aspx?idOportunidad=879&PageIndex=1&volver =](http://www.voluntariado.org/fundacionbt/oportunidades/exclusivas/detalle/default.aspx?idOportunidad=879&PageIndex=1&volver=)

¹⁶ http://www.violenciagenero.msssi.gob.es/informacionUtil/derechos/docs/Guia_Derechos_2013.pdf

¹⁷ <http://carve-Daphne.eu/derechos-laborales-y-seguridad-social-de-las-mujeres-victimas-de-violencia-de-genero/>

¹⁸ <http://www.Clece.es/noticias/908/100-empleados-de-Clece-corren-contrala-violencia-de-genero-en-la-carrera-hay-salida/>

¹⁹ <http://conigualdad.org/web/aumentan-el-numero-de-llamadas-al-016-coincidiendo-con-la-retransmision-de-la-campana-hay-salida/>

²⁰ http://www.igualdadenlaempresa.es/novedades/boletin/docs/BIE_Tematico_25_Novembre_Violencia_2014.pdf

- ²¹ ROMITO, Patrizia (2006)
- ²² <http://www.fundacionanabella.org/>
- ²³ <http://www.ledbyher.org/french-media.html>
- ²⁴ For example: Integra Foundation (<http://fundacionintegra.org/es>) or Ires Foundation (<http://fundacioires.org/es/>)
- ²⁵ According to the data
de: <http://www.eleconomista.es/interstitial/volver/343978222/emprendedores-pymes/noticias/5438481/01/14/Falta-tamano-para-competir-el-94-de-las-empresas-tienen-menos-de-10-empleados.html>
- ²⁶ *Study on Precarious work and social rights Carried out for the European Commission* (2012)
- ²⁷ European Women's Lobby. *The price of austerity* (2012)
- ²⁸ More información: <http://www.fundacionanabella.org/la-escuela-ana-bella-mejor-proyecto-mundial-para-el-empoderamiento-de-la-mujer/>
- ²⁹ <http://www.msssi.gob.es/ca/ssi/violenciaGenero/Documentacion/seguimientoEvaluacion/home.htm>
- ³⁰ <http://estadisticasviolenciagenero.msssi.gob.es/>
- ³¹ <http://www.ledbyher.org/>
- ³² <http://www.schneider-electric.es/es/about-us/diversity/articles/impact.jsp>
- ³³ <http://www.mujeresenred.net/IMG/pdf/InformeSombraCEDAW16sep2014.pdf> p.6.
- ³⁴ Patrizia ROMITO (2006)
- ³⁵ <https://Philanthropy.com/article/Domestic-Violence-Prevention/152567>
- ³⁶ University of New South Wales. *Gendered Violence Research Network*. (2015)
- ³⁷ <http://carve-Daphne.eu/Category/Resources/>

Annex – List of resources

1. Laws / Policies

Europe

- *Council of Europe Convention on preventing and combating violence against women and domestic violence* . [Istanbul]: Council of Europe, 2011. Available at <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680462543> >

Spanish state

In chronological order:

- *Law 31/1995 of 8 November on prevention of occupational hazards* . In: Official Gazette no. 269 of 10 November 1995, pages 32590 to 32611. Available at <https://www.boe.es/buscar/doc.php?id=BOE-A-1995-24292> >.
- *Law 27/2003, of 31 July, regulating the Order of protection for victims of domestic violence* . In: Official Gazette no. 183 of August 1, 2003, pages 29881 to 29883. Available at <http://www.boe.es/buscar/doc.php?id=BOE-A-2003-15411> >.
- *Ley Organica 1/2004 of 28 December on Integrated Protection Measures against Gender Violence Act* Official State Bulletin, Vol. In 313, 29 December 2004. Available at <https://www.boe.es/boe/dias/2004/12/29/pdfs/A42166-42197.pdf> >.
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3. Resources and information about the project

CARVE (Companies Against Gender Violence)
<http://carve-daphne.eu/>

FUNDACIO LA CAIXA
<http://violenciacerero.obrasocial.lacaixa.es/es/>

ANA BELLA FOUNDATION
<http://www.fundacionanabella.org/>

VODAFONE FOUNDATION
<http://www.fundacionvodafone.es/noticia/la-fundaci%C3%B3n-vodafone-celebra-una-nueva-edici%C3%B3n-de-construye-un-nuevo-mundo-con-la-puesta-en>

Project coordinated by



Project partners



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