VIOLENCE CAN AFFECT WOMEN'S ABILITY TO STAY AT WORK

Dealing with the impacts of abuse while maintaining employment can be a significant challenge.

18 %

of women

who experienced partner violence needed to take time off work or education as a result.



This matters because economic security can be critical to leaving an abusive relationship and recovering from violence.

Source: European Union Agency for Fundamental Rights & European Institute for Gender Equality (2026). EU gender-based violence survey: Evidence for policy and practice. Data collection coordinated by Eurostat, FRA and EIGE.

EMPLOYERS AND UNIONS PLAY AN IMPORTANT ROLE

in ensuring that workers can take time off to deal with the impacts of violence without fear of losing their jobs. The workplace can also be a safe haven — sometimes the only safer space available to them.

IRELAND

Under the Work Life Balance Act, employees are entitled to up to 5 days of paid leave in any 12-month period if they or a relevant person have experienced domestic violence. The leave can be used to seek medical or psychological support, find alternative accommodation, obtain legal assistance or complete administrative procedures.

SWEDEN

Kommunal

Risk assessments are conducted to determine whether a perpetrator may target a victim at their workplace and to identify appropriate measures to enhance their safety.

BE, BG, CZ, DE, DK, ES, FR, HU, IE, IT, LU, NL, PL, PT, RO, SK

VEOLIA

EPSU
EUROPEAN PUBLIC SERVICE UNION

Measures include paid leave for personal administrative procedures and flexible working hours, changes to work phone numbers and email addresses, and enhanced workplace security where possible.