OECD research found that over

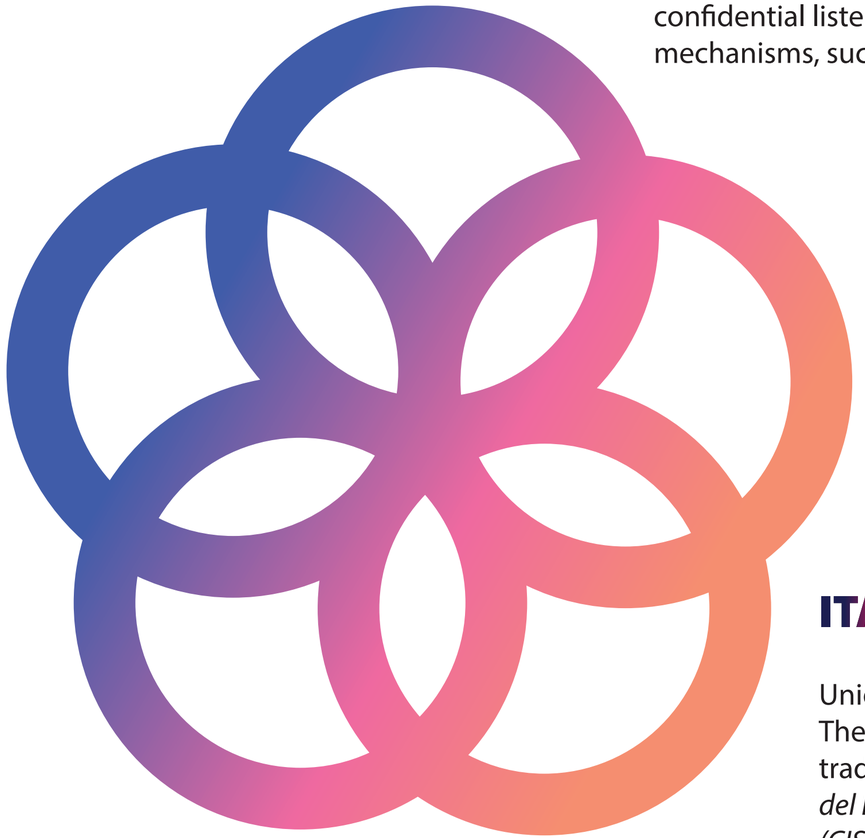
80 %

of survivors

reported that violence had affected their work.

Common workplace impacts include difficulty concentrating, feeling tired or unwell, and lower self-esteem or confidence – all of which can affect participation and productivity.

66% TO 85% OF WOMEN VICTIMS OF ECONOMIC VIOLENCE REPORTED PSYCHOLOGICAL HARM.



PSYCHOLOGICAL AND ORGANISATIONAL SUPPORT AT WORK CAN MAKE A DIFFERENCE.

BE, DE, ES, FR, IT, NL

clariane

Clariane's European Health and Safety Agreement includes social and psychological support, confidential listening services and country-level mechanisms, such as Therapyside in Spain.

EPSU
EUROPEAN PUBLIC SERVICE UNION

SWEDEN

Trade Union Kommunal offers its members 10 free support sessions with a licensed psychologist or psychotherapist if they have experienced violence or threats at home.

Kommunal.

ITALY

Unions and public services joining forces.
The Emilia-Romagna regional government and the three trade *union confederations, Confederazione Generale Italiana del Lavoro (CGIL), Confederazione Italiana Sindacati Lavoratori (CISL) and Unione Italiana del Lavoro (UIL)*, signed a protocol grounded in **ILO Convention No. 190** to support workers experiencing harassment or gender-based violence at work.

Free care. Coordinated support. Lasting prevention. Through public family counselling centres, workers can access a free support service. Psychologists assess their needs and provide care where appropriate, while members of a wider support network receive training on how to prevent violence in the workplace.

Sources: Organisation for Economic Co-operation and Development (2025). Supports (th)at work: Policy tools to support workplace action on intimate partner violence.

Across the eight Member States studied in the FRA–EIGE survey (FRA & EIGE, 2026)