DOMESTIC VIOLENCE CAN MAKE THE WORKPLACE UNSAFE

not only for the person experiencing violence, but also for colleagues who may encounter the perpetrator.

It can involve **stalking at or around the workplace, harassment through digital technologies, and interference with commuting to and from work.**

Source: Baranska, P., & Picard, S. (2024, January). Safe at work. Safe at home. Safe online: Tackling gender-based violence and harassment in a changing world of work. European Trade Union Confederation.

EMPLOYERS SHOULD INCLUDE DOMESTIC VIOLENCE IN OCCUPATIONAL HEALTH AND SAFETY ASSESSMENTS AND DEVELOP CONFIDENTIAL SAFETY PLANS.

SPAIN

Unión General de Trabajadoras y Trabajadores (UGT) and Confederación Sindical de Comisiones Obreras (CCOO) issue annual collective bargaining guidance on the right of victims of domestic violence.

They have also issued a public sector protocol outlining measures employers can offer, such as reduced working hours or relocation while keeping the original post available.

The protocol also includes practical safety measures, such as **private parking on the premises, a work phone, and a designated contact person to monitor work schedules, and provide early alerts.**