



EUROPEAN NETWORK OF COMPANIES AGAINST DOMESTIC VIOLENCE

COMMITMENT CHARTER

Gender-based violence is a violation of human rights, which remains underestimated and undertreated. When focusing on violence against women, a figure is striking: in Europe, 1 in 3 women has experienced physical or sexual violence, most of them by a partner or ex-partner¹.

This means that every employer has been, is or will be in contact with an employee facing violence happening in their private life. With one third of a working adult's life spent in work, employers are in a unique position to create a supportive workplace that breaks the silence around this issue.

Gender-based violence is not only physical or sexual, but it can also be psychological, emotional, economic... Beyond its personal and social impacts, this violence also has economic consequences. In Europe, the economic cost of gender-based violence is estimated at 258 billion euros per year².

The recent #MeToo movement has illustrated the necessity of tackling these issues. Aware of the situation and in conformity with the 5th Sustainability Development Goal on Gender Equality of the United Nations, we, as signatory employers, firmly believe that companies have a responsibility and a crucial role to play in combating violence happening in the private life. To that end, we are launching the first European network of companies united to end domestic violence, with the support of the European Commission.

As members of the CEASE network, we commit to:

1. Understand what gender-based violence is and its reach, in figures and qualitative data,
2. Raise awareness about gender-based violence in our own organization, among our peers and stakeholders and with the general public,
3. Create an egalitarian culture within our organizations,
4. Produce and/or implement policies, tools, trainings and processes for our HR services, management teams and all employees to respond to disclosure,
5. Enable colleagues to openly talk and promote a supportive work environment for our co-workers survivors of violence,
6. Provide access to organizations that can support employees experiencing domestic violence,
7. Develop a network of diverse stakeholders (private and public companies, NGOs, public institutions, unions) in order to work together on this topic,
8. Measure the impact of the actions taken to support survivors of violence within our organizations and share it with our stakeholders.

When employers demonstrate that they are aware of domestic violence and make teams aware of the services that are available, this will help reduce taboo on domestic abuse.

¹ European Union Agency for Fundamental Rights, Violence against women, an EU wide survey, 2014, p.21

² European Institute for Gender Equality, *Estimating the costs of gender-based violence in the European Union*, 2014, p.115