



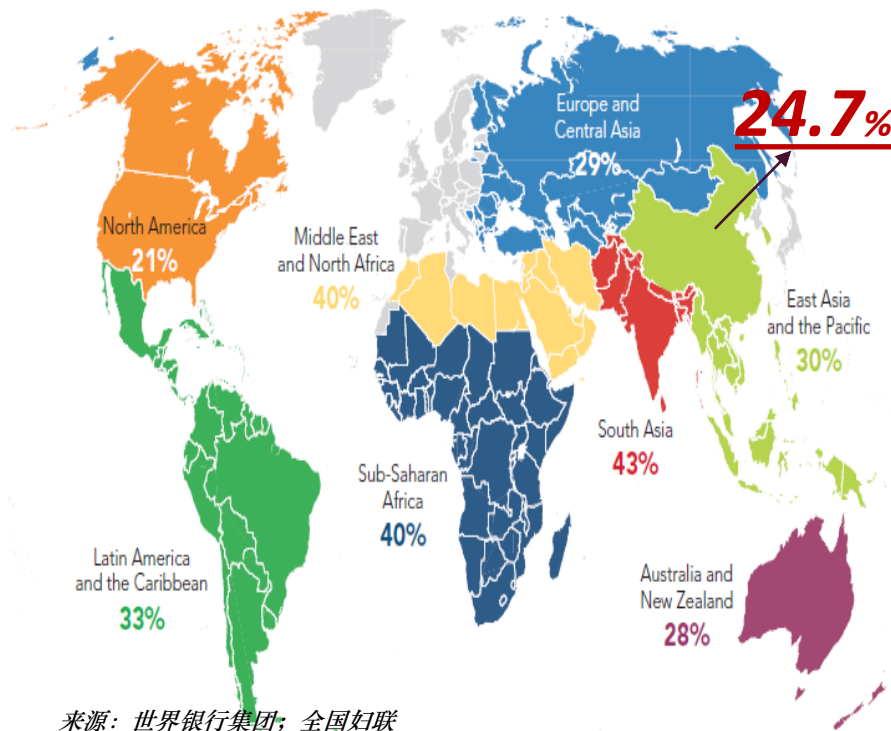
**The Asia Foundation**  
亚洲基金会

# **Engaging Employers to Address Domestic Violence in China**

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Nov 19, 2020

# BACKGROUND



来源：世界银行集团；全国妇联

Sources: World Bank Group; All-China Women's Federation

- The *Third Wave Survey on the Social Status of Women in China*, (2011) found that 24.7 percent of married Chinese women had suffered from their husbands.
- Studies have shown that women with a history DV have more erratic work histories than other women.
- Keeping DV survivors employed is critical to their economic independence, which is a key pathway to escape and recovery from violent relationships.

# BACKGROUND:

## ANTI-DV LAW (2016) EMPLOYER RESPONSIBILITIES

China's national Anti-Domestic Violence Law stipulates the legal responsibilities that employers should bear:

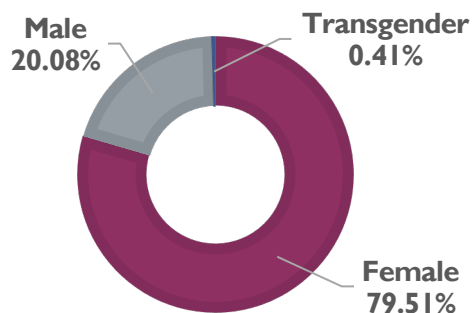
- The DV law identifies employers as key actors in combating DV, along with government, the judiciary, women's federations, medical institutions, and others (article 4).
- Its provisions require employers to discipline and educate DV perpetrators among their employees (article 11) and to provide support for DV victims (article 13).
- The DV law also requires trade unions to conduct anti-DV awareness programs and provide psychological counseling to both victims and perpetrators (articles 6 and 22).

# BACKGROUND: PREVIOUS RESEARCH

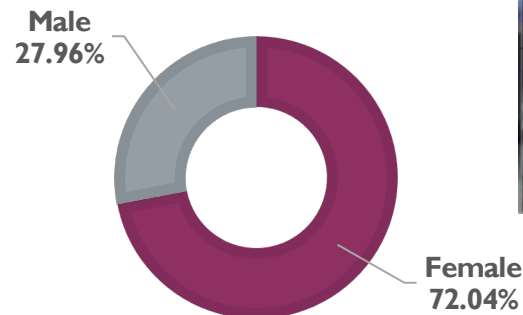
- The Asia Foundation (TAF) and SynTao Co., Ltd. conducted a research on the impact of DV in the workplace in China in 2017.
- Research findings are drawn from online survey among 488 employees and 60 HR managers.



EMPLOYEES SAMPLE



HR SAMPLE



## BACKGROUND: PREVIOUS RESEARCH

*Findings reveal that DV impacts both employees and their co-workers, and has cost implications for employers.*

**13.3%**

of respondents have experienced some form of DV in the past 12 months.

**46.2%**

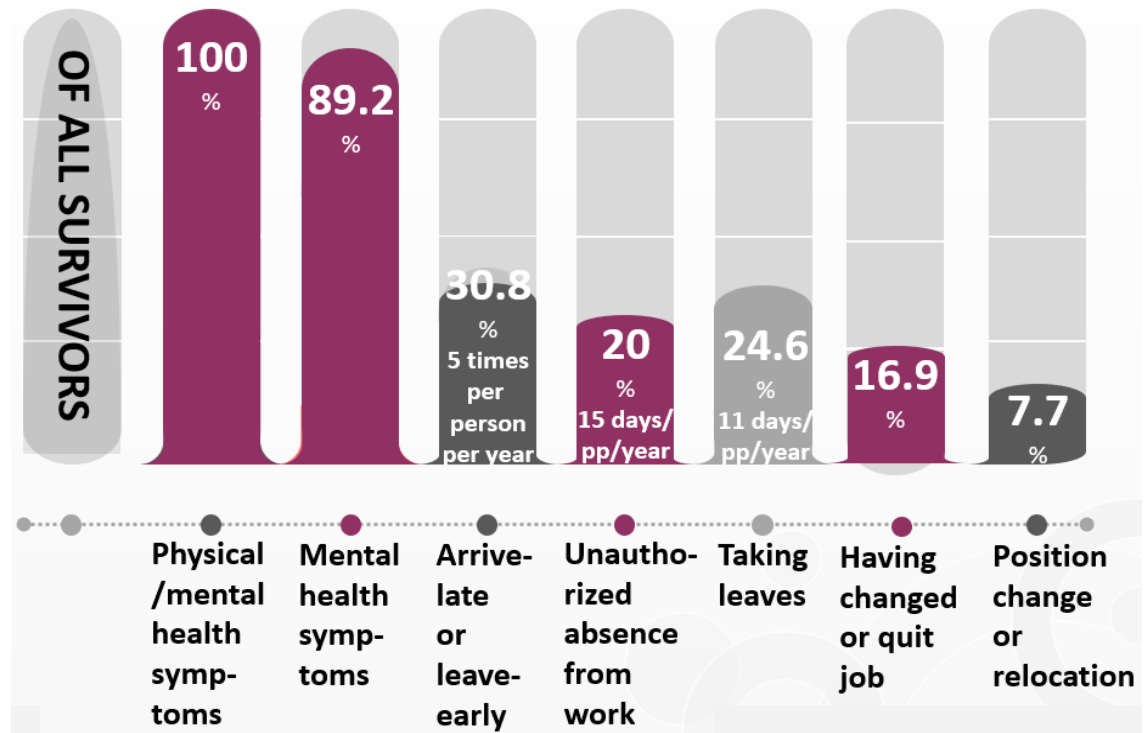
of surveyed DV survivors have experienced abuse by their partners while at work.

**21.5%**

reported that their abusers have also harassed, threatened or even assaulted the victim's co-workers.

# BACKGROUND: PREVIOUS RESEARCH

- **70.8%** of survivors reported that DV negatively impacted their career advancement.
- **95.3%** of employees surveyed believe that DV has adverse effects on their productivity and job performance.



# BACKGROUND: PREVIOUS RESEARCH

0 Decrease in productivity due to emotional exhaustion [1] caused by DV  
**2.61%** of annual wage expenditure

0 Decrease in productivity due to absenteeism caused by DV  
**0.35%** of annual wage expenditure

0 Increase in administrative and HR management costs due to turnover [2] and position change/relocation [3] caused by DV  
**0.83%** of annual wage expenditure

Total Direct Costs to an Employer:

**3.79%** of annual wage expenditure

[1] Emotional exhaustion causes a 22% loss of productivity (Wright & Cropanzano, 1998)

[2] Cost of staff turnover amounts to 30% of the departing employee's annual salary (Synar, 2010)

[3] This study estimates the cost associated with staff position change/relocation to be 15% of the employee's annual salary.

## BACKGROUND: PREVIOUS RESEARCH

91%

of employees surveyed believed that employers should provide assistance to victims.

92%

believe appropriate survivor assistance programs in the workplace would increase their loyalty to their employers and build good will around the organization

52%

HR managers are aware of enactment of the DV Law

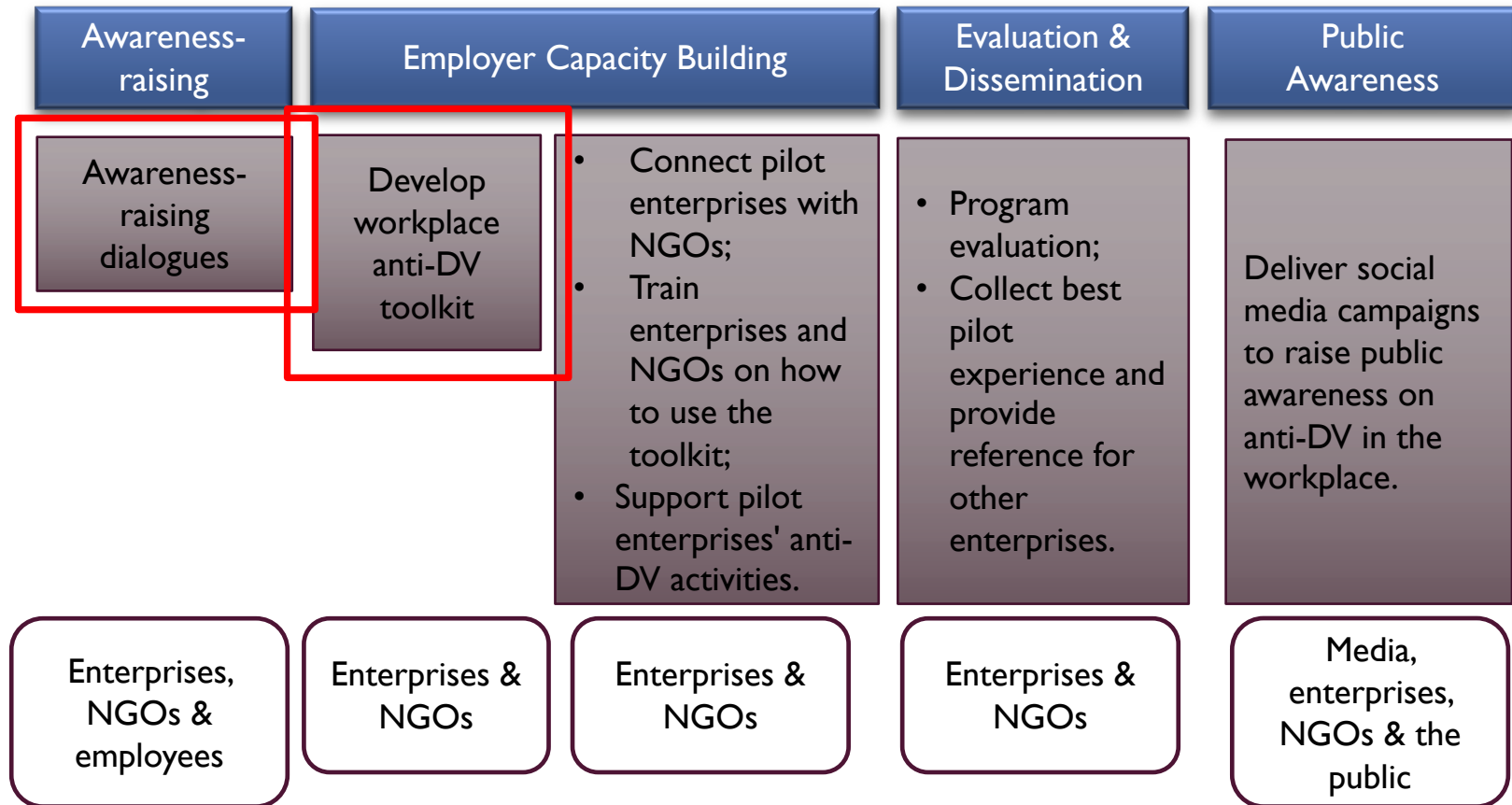
4%

HR managers said that anti-DV measures were adopted in their workplace



# INTERVENTION:

## Engaging Employers to Address Domestic Violence in China through Establishing a Gender Equitable Work Environment



# WORKPLACE ANTI-DV TOOLKIT

## Definition and common misunderstandings of DV, and negative impacts of DV in the workplace

### Employers

Responsibilities, input, and benefits of employers to combat DV in the workplace

### HR Managers

- Sample policies on DV Prevention and Response in the Workplace;
- Contact Persons: Responsibility and Suggestions;
- Workplace Safety Plan;
- Supports for staff who are DV victims & deal with staff who are perpetrators;
- Staff training programs;
- Useful information & available resources;
- .....

### Employees

- Does and Don'ts if witness DV in the workplace;
- What to do if you are a victim/perpetrator;
- Useful information & available resources;
- .....

### Advocates

- Does and Don'ts if witness DV in the workplace;
- Useful information & available resources for combating DV in China;
- .....

# WAY FORWARD

- The International Labor Organization (ILO) Convention No. 190 on eliminating violence and harassment in the world of work and its accompanying ILO Recommendation No. 206
- Cope with challenges brought by Covid-19



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**Thank You!**

**Stay Tuned**

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