# Why is domestic and family violence a workplace issue?

Domestic and family violence can impact a person’s safety, wellbeing, attendance and performance at work. Research shows:

* 1 in 6 Australian women, and 1 in 19 Australian men, has experienced physical abuse from a current or former partner
* Two-thirds of Australian women experiencing domestic and family violence are employed
* Costs employers across Australia at least $175 million annually, and the Queensland economy between $2.7–$3.2b annually
* 1 in 4 Australian women, and 1 in 7 Australian men, has experienced emotional abuse in an intimate relationship
* Between 25–50% of Australian women subjected to domestic and family violence report having lost   
  a job, at least in part due to the violence
* 1 in 5 Australian women say the violence continues at work
* 9 in 10 incidents are not reported.

With 65 per cent of Queenslanders in the labour force, all workplaces have a significant role to play in creating cultural change and eliminating domestic and family violence.

Our workplace response

The Queensland Government is delivering a comprehensive response to prevention and workforce support:



Our workplace progress

**2015**

**2018**

# Monitoring and evaluation

* The Queensland Government’s workplace response to domestic and family violence (workplace response) is comprehensively measured and monitored under the evaluation framework of the *Domestic and Family Violence Prevention Strategy 2016–2026*.
* A flagship evaluation of the workplace response was completed in 2018 to analyse implementation progress across the Queensland public service.
* Evaluation findings were informed by a range of data sources, including survey results, chief executive interviews, stakeholder consultation and engagement, and analysis of leading practice.
* The report makes 21 recommendations across the six areas of the workplace response model.

# Key insights

The flagship evaluation report commends the work of Queensland Government in implementing the workplace response—it sets a strong baseline for driving cultural change and creating workplaces and workforces that challenge attitudes contributing to violence and effectively support workers.

Key insights:

* a collaborative multi-agency approach supports efficient implementation and greater impact
* leadership is a critical success factor in implementing a workplace response
* integrated, comprehensive workplace responses and human capital initiatives embed greater cultural change
* workplace partnerships in targeted initiatives drive long-term change
* capability and awareness enable effective employee support
* measuring impact is complex and safety is paramount for affected employees
* employee confidence in responding to domestic and family violence is slightly higher in WRA accredited agencies
* tailored support resources support effective policy implementation.

# Next steps

The Queensland Government accepts the flagship evaluation recommendations in-principle and will continue to:

* deliver on Queensland’s [*Domestic and Family Violence Prevention Strategy 2016–2026*](https://www.communities.qld.gov.au/gateway/end-domestic-and-family-violence/dfvp-strategy) and future action plans
* support departments to lead by example by supporting affected employees including those experiencing violence, carers, bystanders and those using violence, where appropriate
* enable ongoing access to quality development options to strengthen employee capability
* support the Queensland Government’s multi-agency approach to workplace reform and its commitment for all departments to achieve [WRA Workplace Accreditation](https://www.forgov.qld.gov.au/white-ribbon-australia-workplace-accreditation)
* collaborate with workplace partners to model supportive workplace practices and promote the [domestic and family violence workplace package](https://www.forgov.qld.gov.au/domestic-and-family-violence) to business and non-government organisations
* strengthen monitoring and evaluation to improve our workplace responses to affected employees.

# More information

# [www.forgov.qld.gov.au/domestic-and-family-violence](http://www.forgov.qld.gov.au/domestic-and-family-violence)